Nova Scotia
Women's
Directorate

Women in Nova Scotia
A Statistical Handbook

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Nova Scotia
Women's Directorate

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Foreword

The Women's Directorate was established in 1988

- to provide research relevant to legislation, policies and programs promoting the equality of women in Nova Scotia
- to work cooperatively with other government departments and agencies to meet the needs of women
- to support intergovernmental action for women
- to improve the condition of women in the public service.

The development of this Statistical Handbook is the first major research project of the Women's Directorate.

This statistical resource brings together a wide range of background information about women in our Province. It gives both government officials and community groups a straightforward portrayal of the situation of women in Nova Scotia, and thus it contributes to well-informed public discourse about policy and program needs that affect the whole community.

The need to continue both governmental and non-governmental initiatives in pursuit of the full economic, social and legal equality of women is clearly demonstrated by the facts and figures. Our Government's commitment to meeting these needs is demonstrated by the ongoing work of the Women's Directorate with other Government Departments and Agencies; by our legislative initiatives, such as Pay Equity; and by programming in a wide range of issues, from women's entrepreneurship to new approaches in vocational counselling to better coordination of programs against family violence.

Through this volume, government departments, agencies and the wider community have a clear definition of the situation of women in Nova Scotia. As Minister, Status of Women, I look forward to the collaborative efforts that will produce some positive trends in future editions of this Handbook.

Donald P. McInnes
Minister, Status of Women

Preface

Women in Nova Scotia: A Statistical Handbook is a project of the Women's Directorate responding to the requirement that it conduct research relevant to legislation, policy and program development to promote the economic, social and legal equality of women. The data reported in this Handbook are all in the public domain. However, up to this time there has been no convenient and economical source accessible to the specialist and non-specialist alike.

Informal contacts within government and with community groups suggest that this statistical handbook is of interest to:

- government planners and researchers in areas responsible for either economic or social policy;
- educators at secondary and postsecondary levels in the wide variety of fields that have a bearing on equality for women;
- public information officers and speakers on social and economic issues confronting Nova Scotia;
- community groups and others preparing proposals which benefit from statistical background.

Chapter Overview

This Handbook gives users the most current statistical information on the broad topics reflected in the chapter headings:

1. The Population in Transition

   Low birth rates, balanced in- and out-migration and high life expectancy produce an aging and, eventually, shrinking workforce and population.

2. Families in Nova Scotia

   There is now a great variety of family structures. Postponed marriage, delayed childbirth, high divorce rates, increased numbers of lone mothers with young children: these are the realities to which contemporary family policy must respond.

3. Women in the Paid Labour Force

The size of Nova Scotia's workforce has almost doubled in the post-WWII era: women made up most of this growth. In recent years, women have become much more likely to remain in the workforce with young children at home. By 1986, a husband was the "sole breadwinner" for less than one-third of Nova Scotian husband-and-wife families.

4. The Employment Profiles of Women and Men

Women remain clustered in female-dominated jobs: clerical jobs, nursing, teaching and jobs in the (low-wage) service sector absorb most of the female workforce.

5. Women and Education

Women students now outnumber men in postsecondary institutions. However, difficulties remain in reaching an equitable representation of women at senior levels of the educational system and among higher academic ranks.

6. The Bottom Line: Incomes of Men and Women

There has been no significant change in the female to male earnings ratio of 64.4 between 1971 and 1988. At every educational level, within every discipline and within every occupational group, women earn less than men. Half of all female lone parents and 40% of unattached women live below the poverty line.

7. Aboriginal, "Visible Minority" and Disabled Women

Nova Scotian women regardless of ethnicity are clustered at the bottom of the income scale, with aboriginal and "visible-minority" women experiencing the worst situation. Data on disabled Nova Scotians is not published by gender: the combined statistics suggest underemployment and low income are highly prevalent.

The Technical Notes which conclude the Handbook will aid the user in definition of the variables presented in the graphs.

User Support and Updates

Women's Directorate staff are available to assist users of this resource

- by answering questions not answered in the Technical Notes
- by providing numeric rather than graphic data as requested
- by providing updated information as it becomes available.

The plan is to issue an updated edition of the Handbook every two years. However, updates to current information will be added to the Women's Directorate's computerized data base as they become available. The Directorate will respond to user requests for such updates by mail preferably, and by telephone, if necessary.

Concluding Remarks

Many people regard statistics as a dry, boring and probably unnecessary evil. The Women's Directorate's intention is to present the statistical data available on Nova Scotia women in as useful and understandable a manner as possible. Responses and suggestions from users are most welcome.

Users are encouraged to enlarge and reproduce graphic material as they see fit, with acknowledgment of source requested.

Table of Contents

	Page
List of Figures	i
Chapter 1 The Population in Transition	1
Chapter 2 Families in Nova Scotia	14
Chapter 3 Women in the Paid Labour Force	25
Chapter 4 The Employment Profiles of Women and Men	39
Chapter 5 Women and Education	53
Chapter 6 The Bottom Line: Incomes of Men and Women	72
Chapter 7 Aboriginal, "Visible Minority" and Disabled Women	93
Appendix Technical Notes	101

List of Figures

Figure Number	Title	Page
Chapter 1 - The Population in Transition		
1.1	Total Fertility Rates in Nova Scotia, 1921 - 2006	4
1.2	Natural Increase for Nova Scotia Population, 1921 - 2006	5
1.3	Net Migration for Nova Scotia, 1986 - 2006	6
1.4	Life Expectancy at Birth for Nova Scotian Women and Men, 1921 - 2006	7
1.5	Nova Scotian Population by Age Groups, 1921 - 2006	8
1.6	Percentage of Children and Seniors in the Nova Scotia Population, 1921 - 2006	10
1.7	Number of Children and Working Age Nova Scotians, 1921 - 2006	11
1.8	Number of Seniors and Working Age Nova Scotians, 1921 - 2006	12
1.9	Dependency Ratios for Nova Scotia, 1921 - 2006	13
Chapter 2 - Families in Nova Scotia		
2.1	Lone Parents by Gender in Nova Scotia, 1981 and 1986	16
2.2	Marital Status of Nova Scotian Lone Parents, 1961 and 1986	17
2.3	Number of Divorces in Nova Scotia, 1921 - 1986	18
2.4	Births to Unmarried Mothers as Percentage of all Births in Nova Scotia, 1921 - 1988	19
2.5	Births to Teenage and Unmarried Mothers in Nova Scotia, 1961 - 1988	20
2.6	Average Age at First Marriage for Nova Scotians, 1941 - 1986	22
2.7	First Births in Nova Scotia by Age of Mother, 1961 - 1988	23
2.8	Size of Nova Scotian Families, 1961 and 1986	24

Figure Number	Title	Page
Chapter 3 - Women in the Paid Labour Force		
3.1	Gender Composition of Nova Scotia Labour Force, 1951 and 1989	27
3.2	Labour Force Participation Rates of Nova Scotian Men and Women, 1951 - 1989	28
3.3	Numbers of Nova Scotian Women in the Labour Force and Not in the Labour Force, 1951 - 1989	29
3.4	Labour Force Participation Rates of Married and Single Nova Scotian Women, 1951 - 1989	30
3.5	Labour Force Participation Rates of Married and Single Nova Scotian Men, 1951 - 1989	31
3.6	Labour Force Participation Rates of Nova Scotian Women by Age Group, 1951 and 1989	32
3.7	Labour Force Participation Rates of Nova Scotian Women and Men by Age Group, 1989	33
3.8	Labour Force Participation Rates of Nova Scotian Mothers by Age of Youngest Child, 1975 - 1985	34
3.9	Labour Force Participation Rates of Female and Male Lone Parents in Nova Scotia, 1961 and 1986	35
3.10	Labour Force Participation of Husbands and Wives in Nova Scotia, 1961 and 1986	36
3.11	Age of Children for Employed Nova Scotian Women, 1986	37
3.12	Volunteer Work in Nova Scotia, 1987	38
Chapter 4 - The Employment Profiles of Women and Men		
4.1	Women and Men in the Nova Scotia Labour Force, 1989	41
4.2	Nova Scotia Labour Force by Industry, 1961 - 1988	42
4.3	Nova Scotia Labour Force by Occupation, 1961 - 1986	43
4.4	Part-time Workers in Nova Scotia by Gender, 1976 - 1989	45
4.5	Average Hours of Service Performed by Nova Scotian Volunteers by Labour Force Status, 1980	46
4.6	Reasons for Part-time Work in Nova Scotia, 1976 - 1989	47
4.7	Patterns of Paid Employment for Nova Scotian Women and Men, 1986	48
4.8	Weeks of Paid Employment for Nova Scotian Men and Women Who Did Not Work a Full Year in 1986	49

Figure Number	Title	Page
4.9	Unemployment Rates Among Nova Scotian Men and Women, 1971 - 1989	50
4.10	Membership in Nova Scotia Unions by Gender, 1971 - 1986	51
4.11	Firm Size of Employed Nova Scotian Women and Men, 1986	52

Chapter 5 - Women and Education

5.1	Gender of Full-time and Part-time Students Enrolled in Nova Scotia Postsecondary Institutions, 1987	55
5.2	Full-time Undergraduate Enrolment in Nova Scotia Universities, 1961 - 1987	56
5.3	Full-time Graduate Enrolment in Nova Scotia Universities, 1961 - 1987	57
5.4	Part-time Undergraduate Enrolment in Nova Scotia Universities, 1966 - 1987	58
5.5	Part-time Graduate Enrolment in Nova Scotia Universities, 1966 - 1987	59
5.6	Full-time and Part-time Enrolment in Nova Scotia Colleges and Vocational Schools, 1987	60
5.7	Age of University Students in Nova Scotia, 1971 and 1988	61
5.8	Field of Study for Undergraduate Students in Nova Scotia Universities, 1987	62
5.9	Field of Study for Graduate Students in Nova Scotia Universities, 1987	63
5.10	Field of Study for Full-time Students in Nova Scotia Colleges and Vocational Schools, 1987	64
5.11	Women as Percentage of Educators by Rank in Nova Scotia Schools, 1976 - 1985	65
5.12	Women as Percentage of Educators in Nova Scotia Elementary and Secondary Schools, 1976 - 1985	66
5.13	Women as Percentage of Professors in Atlantic Provinces Universities, 1986	67
5.14	Highest Level of Schooling Completed by Men and Women Age 15 and Over in Nova Scotia, 1951 - 1986	68
5.15	Highest Degree, Diploma or Certificate Held by Nova Scotians Age 25 - 64, 1986	69

Figure Number	Title	Page
5.16	Highest Degree, Diploma or Certificate Held by Nova Scotian Men and Women, Age 25 - 44, 1986	70
5.17	Number of Registrations for Continuing Education Courses in Nova Scotia Universities by Field of Study, 1986	71

Chapter 6 - The Bottom Line: Incomes of Men and Women

6.1	Female to Male Earning Ratio for Full-time and Full-year Earners in Nova Scotia, 1971 - 1988	74
6.2	Average Annual Earnings of Nova Scotian Men and Women by Type of Employment, 1988	75
6.3	Average Annual Wages and Salaries of Nova Scotian Men and Women by Weeks Worked, 1985	76
6.4	Average Annual Employment Income for Nova Scotians by Gender and Age Group, 1985	77
6.5	Average Annual Employment Income of Nova Scotian Men and Women by Highest Level of Schooling, 1985	78
6.6	Average Annual Employment Income for Nova Scotian Men and Women with Postsecondary Qualifications by Field of Study, 1985	80
6.7	Percentage of Nova Scotian Men and Women by Occupation, Rank Ordered by Average Annual Employment Income Per Group, 1985	81
6.8	Average Annual Employment Income for Nova Scotian Men and Women Working Full Time Full Year by Occupation, 1985	83
6.9	Average Annual Income Per Source for Nova Scotian Men and Women, 1985	85
6.10	Average Annual Income of Nova Scotian Men and Women by Marital Status, 1985	86
6.11	Average Annual Income by Family Type and Average Annual Income for Non-family Persons in Nova Scotia, 1985	87
6.12	Incidence of Low Income by Family Type in Nova Scotia, 1985	88
6.13	Average Family Income for Husband-wife Families by Working Status of Husband and Wife, 1985	89
6.14	Average Annual Family Income in Nova Scotia by Family Type and Age of Husband/Parent, 1985	90

Figure Number	Title	Page
6.15	Average Annual Income of Male and Female Nova Scotians Not Living in a Family Unit by Age Group, 1985	91
6.16	Prevalence of Low Income by Family Type and Age of Reference Person, 1985	92

Chapter 7 - Aboriginal, "Visible Minority" and Disabled Women

7.1	Highest Level of Schooling for Nova Scotians Age 15 and Over: Total Population, "Visible Minority" and Aboriginal Groups, 1986	94
7.2	Income of Nova Scotian Women and Men: Total Population, "Visible Minority" and Aboriginal Groups, 1985	95
7.3	Family Status of Nova Scotians: Total Population, "Visible Minority" and Aboriginal Groups, 1986	96
7.4	Labour Force Activity of Disabled Nova Scotians Age 15 - 64, 1986	97
7.5	Full-time and Part-time Status of Employed Disabled Nova Scotians, 1986	98
7.6	Type of Work Sought by Unemployed Disabled Nova Scotians, 1986	99
7.7	Income of Disabled Nova Scotians, 1985	100

Chapter 1
The Population in Transition

The growth or decline in the size of a population is based on three components:

- the number of births,
- the number of deaths, and
- the number of migrants.

Falling birth rates, decreased life expectancy, and outward migration produce population decline. Rising birth rates, increased life expectancy, and inward migration produce population growth.

Nova Scotia is experiencing the same population trends which are affecting industrialized nations across the world. The greatest changes are attributable to falling fertility rates. People are simply not having as many children as they had in the past. If conditions continue on the current course, Nova Scotia will soon reach a break-even point where the number of deaths will equal the number of births.

It is also unlikely that Nova Scotia's population growth will be sustained through migration. Most international immigrants gravitate toward central Canada and there are few economic incentives which would attract residents from other provinces to move to Nova Scotia.

Although increased longevity cannot be expected to compensate for severely declining birth rates and low migration, Nova Scotians are living longer. Women, in particular, are living well into their seventies. It is projected that by the year 2006, the average life expectancy for women will reach 83 years and the average life expectancy for men will reach 76 years.

The cumulative effect of current birth, death, and migration rates will be diminished growth and then decline in the total size of the Nova Scotia population. On the surface, such changes may not seem particularly significant; however, a population characterized by low birth rates and high life expectancy is an aging population. The proportion of children and young adults is shrinking while the proportion of senior citizens is expanding. The societal implications of such an age profile are staggering.

There will be more older persons retiring than there will be younger persons to fill their jobs. All available workers, including women, will be needed in the

labour force. However, care must be taken to maintain the social fabric of our province and our country while concurrently enhancing productivity. Flexible work schedules and comprehensive support services are required to enable modern-day Nova Scotians to meet the many demands of their families and their communities as well as their jobs. Part-time work, job sharing, flextime, parental leave, and modified work weeks are just a few of the options currently offered by progressive employers. Some firms are also experimenting with innovative solutions to the child care and elder care responsibilities of their staff.

Increasing life expectancy and heightened labour demand may extend the number of years people spend working outside the home. If Nova Scotians are going to be productive members of the labour force for the majority of their adult lives, they will require retraining to keep pace with rapid technological change. The sequential approach to education, employment and retirement is no longer appropriate. Educational leave must be integrated with employment to facilitate the upgrading and skill enhancement necessary in a technologically advanced society.

Shrinking family sizes will mean that parents will be devoting less time to child rearing, leaving more time to concentrate on their careers. However, smaller families also mean that fewer siblings will be available to share the care and support required by elderly parents.

The changing age distribution has led to a situation where there are fewer children per working age adult and more seniors per working age adult. An extensive reallocation of resources is required to address the numerous consequences of this shift.

While more extensive public facilities and programs are needed for the elderly in general, women represent the majority in this group. Wives tend to be younger and tend to live longer than their husbands; therefore, many women are able to care for their spouses in failing health. Unfortunately, they may find themselves with no source of assistance.

The changing age distribution of the Nova Scotia population presents a challenge to policy makers and planners. As the availability of young workers shrinks, employers will need to make efficient use of all existing human resources. However, if men and women alike are totally drained by their employment obligations, they will find it difficult or impossible to fulfil other equally important social functions such as raising children or caring for the elderly. The productivity and well-being of Nova Scotians depends upon the development of measures which facilitate the successful integration of work, family and educational commitments.

Figure 1.1
Total Fertility Rates in
Nova Scotia, 1921 - 2006

Source: Statistics Canada, The 1986 Census Based Population Projections for Canada, Provinces and Territories, June 1988
Statistics Canada, Vital Statistics, Vol. I, Births, Catalogue 84-204

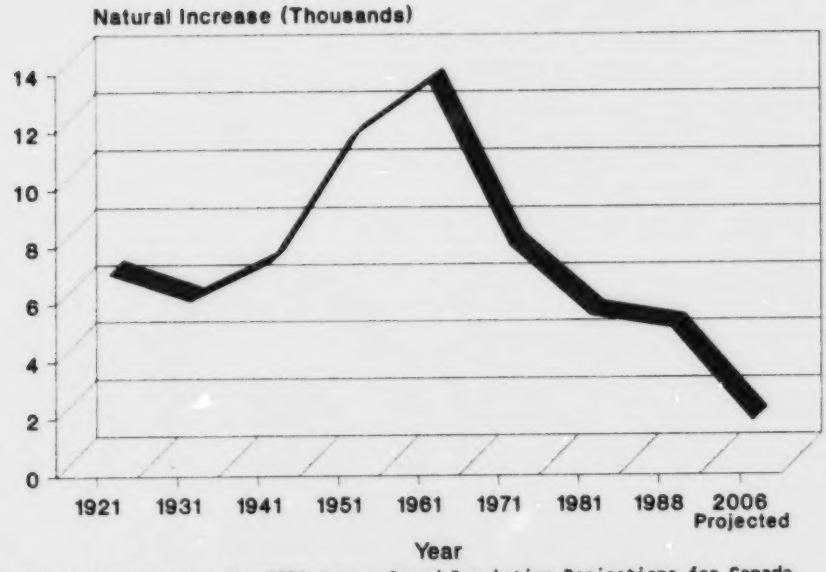
Nova Scotians are having fewer children.

Fertility rates have dropped below replacement level.

During the baby-boom, Nova Scotian couples had an average of four children. Today, Nova Scotian couples have one or two (1.6) children on average.

If current patterns of childbearing persist, the total size of the Nova Scotia population will decline.

Figure 1.2
Natural Increase for Nova Scotia
Population, 1921 - 2006



Source: Statistics Canada, The 1986 Census Based Population Projections for Canada, Provinces and Territories, June 1988
Statistics Canada, Births 1988, B2, Deaths 1988
Statistics Canada, Births and Deaths, Vital Statistics, Vol. I, Catalogue 84-204

The size of the Nova Scotian born population is not increasing as rapidly as it has in the past.

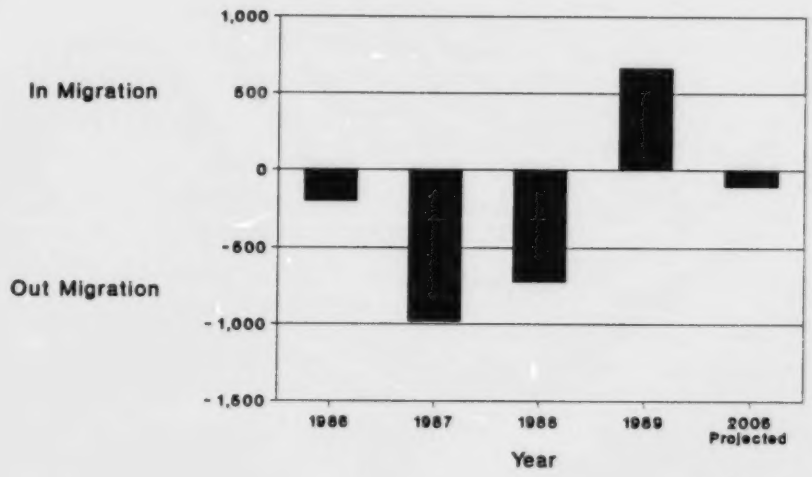
In 1921, there were 6,601 more births than deaths in the province.

This natural increase in population reached a high of 13,247 in 1961 during the baby-boom.

Declining birth rates subsequently slowed the increase to a low of 4,673 in 1988.

It is projected that there will be only 1,400 more births than deaths in Nova Scotia in the year 2006.

Figure 1.3
Net Migration in Nova Scotia,
1986 - 2006



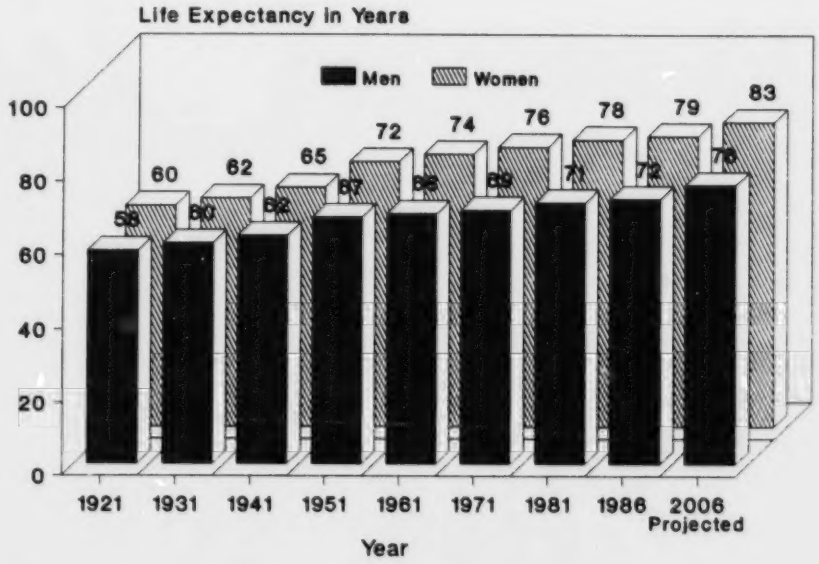
Source: DPA Group Inc., Population, Household and Family Projections, Detailed Results for Nova Scotia, May 1988
Nova Scotia Department of Industry, Trade and Technology, Nova Scotia Economic Indicators

It is unlikely that there will be sufficient numbers of migrants entering Nova Scotia to compensate for the falling birth rate.

Prior to 1989, there were more persons exiting than entering the province.

Even in 1989, there were only 662 additional persons who took up residence in this province.

Figure 1.4
Life Expectancy at Birth for
Nova Scotian Women and Men, 1921 - 2006



Source: Statistics Canada, The 1986 Based Population Projections for Canada, Provinces and Territories, June 1988
Statistics Canada, Life Tables, Canada and the Provinces, Catalogue 84-532
Statistics Canada, Longevity and Historical Life Tables, Catalogue 89-506

Nova Scotians are living longer.

In general, women were expected to live 19 years longer in 1986 than they had in 1921.

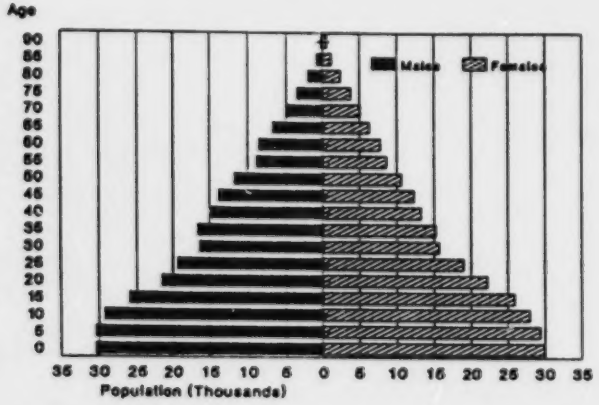
Similarly, men were expected to live 14 years longer in 1986 than they had in 1921.

By the year 2006, the average life expectancy for women is projected to reach 83 years and the average life expectancy for men is projected to reach 76 years.

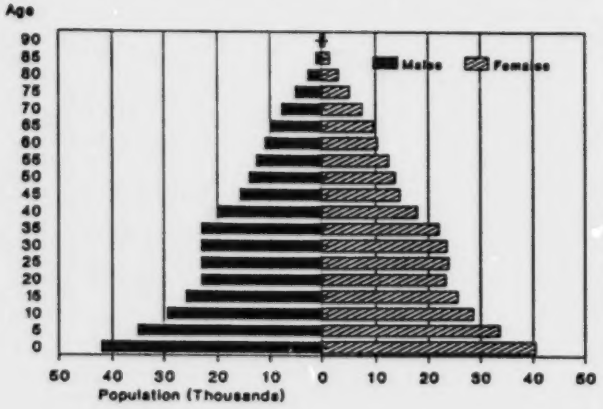
Because women typically live longer than their spouses, they are more likely to be on their own in their advanced years of life.

Figure 1.5
Nova Scotia Population by Age Groups, 1921 - 2006

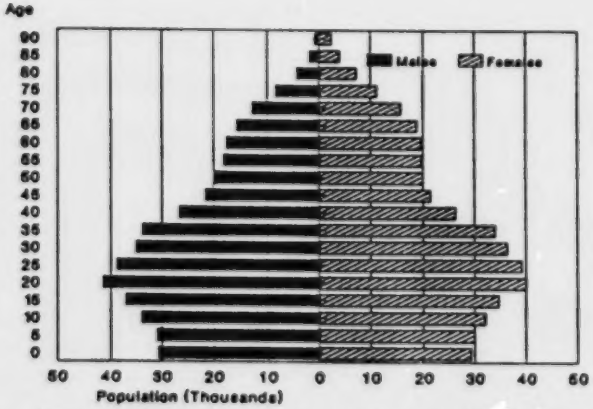
1921



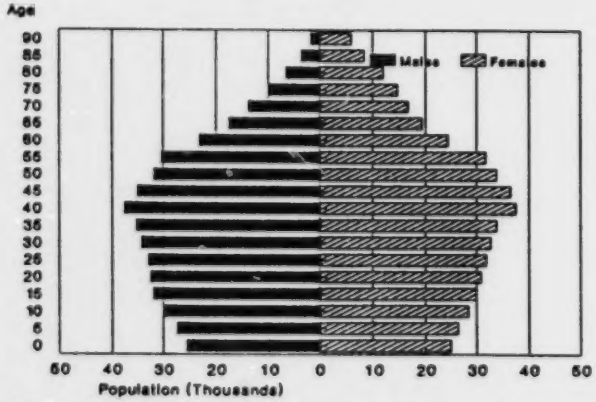
1951



1986



Projected 2006



Source: DPA Group Inc., Population, Households and Families Projections, May 1989
Statistics Canada, Census of Canada 1986, Age, Sex and Marital Status, Catalogue 93-101
Statistics Canada, Census of Canada 1961, Population: General Characteristics, Vol. I, Part II

Nova Scotia has an aging population.

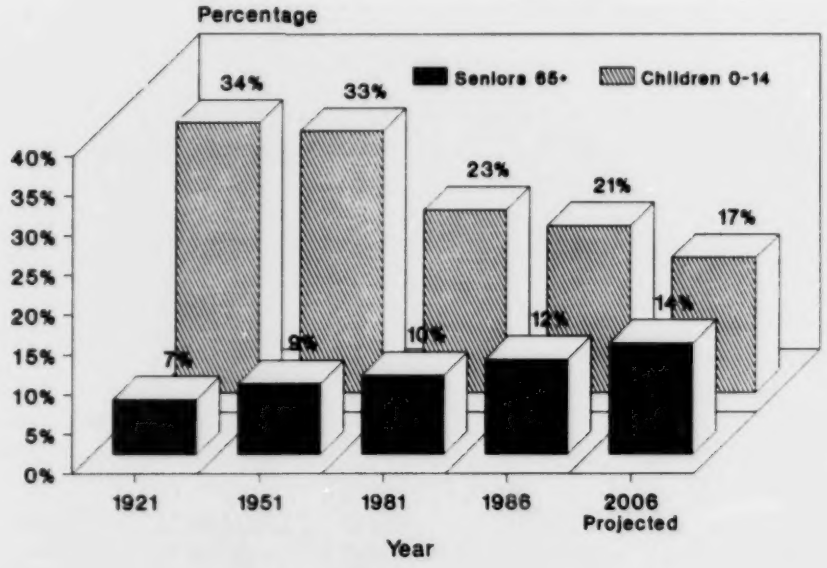
As a consequence of declining birth rates and increased longevity, there will be proportionately fewer young persons and proportionately more elderly persons in Nova Scotia.

In 1921, and still in 1951, the age pyramid was well defined with the largest numbers of Nova Scotians clustered in the younger age groups.

By 1986, the shape of the pyramid had clearly changed. A bulge had developed in the twenty to thirty year range. With the continued aging of the baby-boom generation, this bulge will move into the older groups as illustrated for the year 2006.

There will also be more female than male senior citizens because women have a longer life span than men. It is projected that by the year 2006 there will be twice as many women in their eighties and nineties as there will be men in their eighties and nineties.

Figure 1.6
Percentage of Children and Seniors in
the Nova Scotia Population, 1921 - 2006

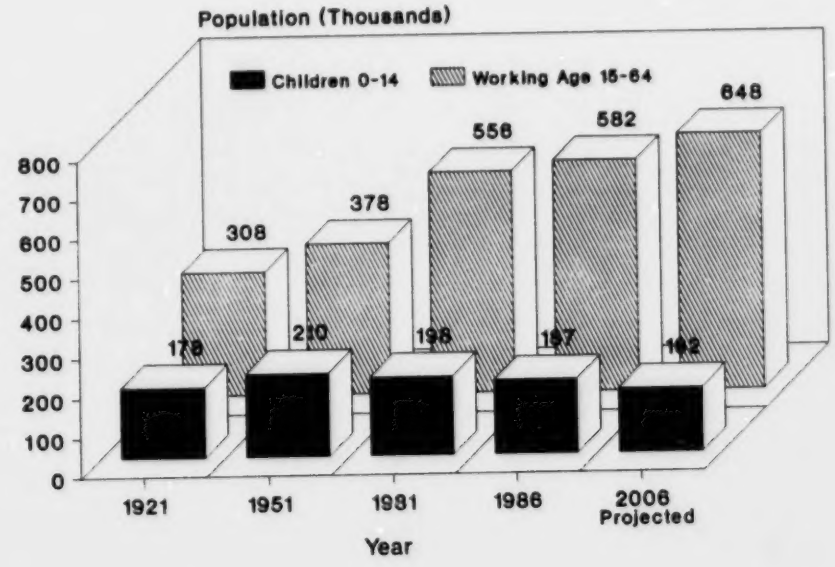


Source: DPA Group Inc., Population, Households and Families Projections, May 1989
Statistics Canada, Census of Canada 1986, Age, Sex and Marital Status,
Catalogue 93-101

The population under 15 represents the workers of the future. It is projected that by the year 2006 the proportion of the Nova Scotia population in this young age group will have dropped to half of its 1921 level.

Conversely, the proportion of retirement-age Nova Scotians is projected to double within the same time period.

Figure 1.7
Number of Children and Working Age
Nova Scotians, 1921 - 2006



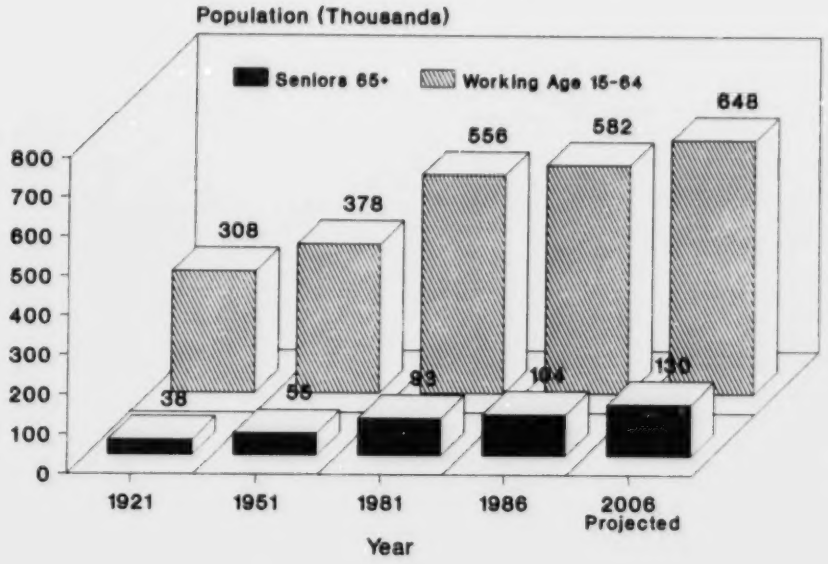
Source: DPA Group Inc., Population, Households and Families Projections, May 1989
Statistics Canada, Census of Canada 1986, Age, Sex and Marital Status, Catalogue 93-101

The relative number of dependent children is declining.

In 1921, there were less than two working-age adults per dependent child.

It is projected that by the year 2006 there will be four working-age adults per dependent child.

Figure 1.8
Number of Seniors and Working Age
Nova Scotians, 1921 - 2006



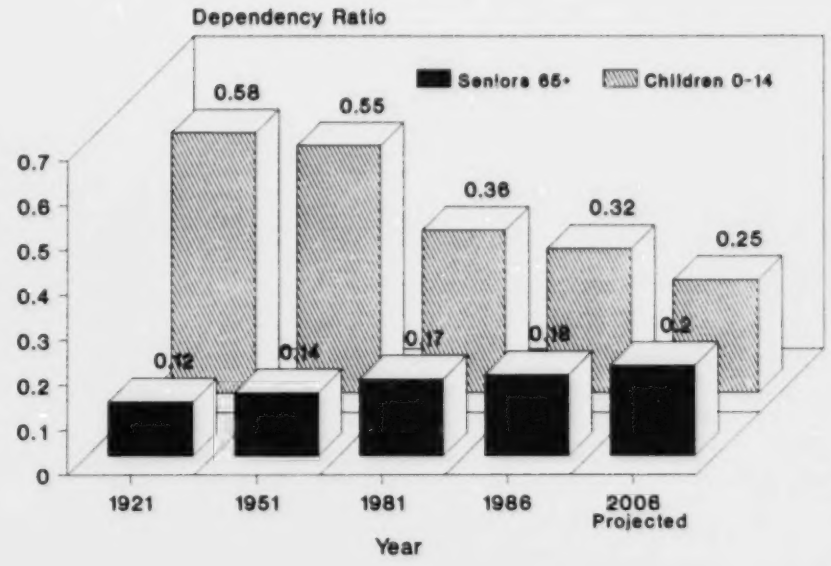
Source: DPA Group Inc., Population, Households and Families Projections, May 1989
Statistics Canada, Census of Canada 1986, Age, Sex and Marital Status, Catalogue 93-101

The relative number of senior citizens is growing.

In 1921, there were 8 working-age adults per senior citizen.

If projections are correct, there will be only 5 working-age adults per senior citizen by the year 2006.

Figure 1.9
Dependency Ratios for Nova Scotia, 1921 - 2006



Source: DPA Group Inc., Population, Households and Families Projections, May 1989
Statistics Canada, Census of Canada 1986, Age, Sex and Marital Status, Catalogue 93-101

In general, working-age Nova Scotians have fewer children to care for but they have more elderly parents and relatives who may need their assistance.

The ratio of children to working-age adults, dropped by half between 1921 and 1986.

The ratio of seniors to working-age adults almost doubled during the same period.

These trends are expected to persist into the next century.

Chapter 2
Families in Nova Scotia

Family life is not the same as it was a generation ago. Changes in the size and composition of households have led to new relationships with new and different service requirements.

"The family" can no longer be accurately described as a husband, a wife, and their children. There are many different types of families including:

- single parents with children,
- divorced parents with children,
- married couples with or without children,
- common-law couples with or without children, and
- couples who have remarried and who may or may not have children and/or step children.

Statisticians are frustrated in their efforts to categorize the expanding diversity of families. In consequence, it is important to interpret family statistics with caution, taking into account the definitions outlined in the technical notes.

Women, in particular, are increasingly finding themselves in the situation of raising children on their own. At one time, most lone parents were widowed. Today, lone parents are more likely to be single or divorced.

Many Nova Scotians are delaying marriage or choosing not to get married at all. Even those who do marry often find themselves in the divorce courts. Thus, the growing incidence of out-of-wedlock births is not surprising. Career planning and skill development are of paramount importance for girls and women

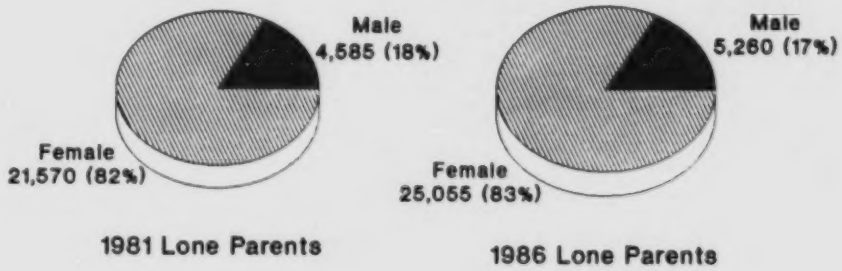
because they cannot count on the financial support of a spouse to provide for either themselves or their children.

Care giving relationships are also being reshaped by delayed marriage and later child bearing. When people started their families early in life, grandparents could act as readily available babysitters. Today, elderly grandparents are often unable to provide help and may even require assistance themselves. As social and economic conditions push child rearing into later life, more and more Nova Scotians will be caring for aging parents while they are still facing the demands of young children.

Postponed marriage, delayed childbirth, marital instability, infertility, and other factors have converged to substantially reduce the size of Nova Scotian families. There are now typically only two or three persons in a family unit. During their advanced years, the baby-boom generation will require more public facilities and assistance programs because they have few children to offer informal support.

Nova Scotian families have evolved to encompass a great diversity of circumstances. Policies and laws can no longer be premised on a fifties model of the traditional family if they are to succeed in responding effectively to the complexities of modern life. Our public planning must be sensitive to the needs of all families without inadvertently impinging on the rights of any.

Figure 2.1
Lone Parents by Gender in Nova Scotia,
1981 and 1986

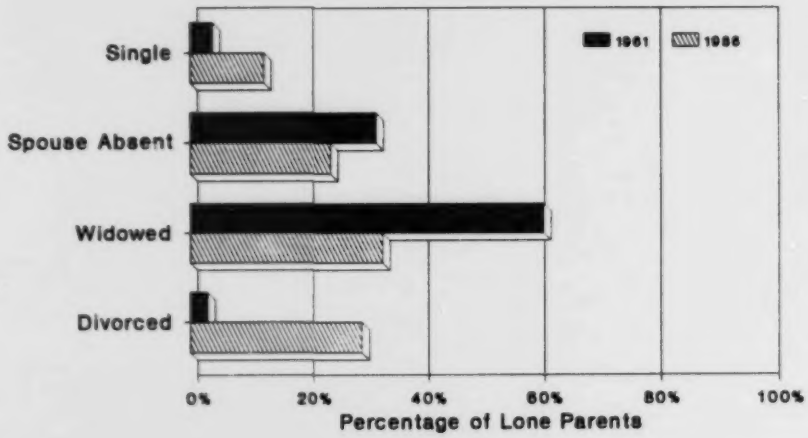


Source: Statistics Canada, Census of Canada 1986, Families, Part I, Catalogue 93-106

The number of lone-parent families is increasing.

The vast majority of single parents continue to be women.

Figure 2.2
Marital Status of Nova Scotian Lone Parents, 1961 and 1986



Source: Statistics Canada, Census of Canada 1986, Families, Part I, Catalogue 93-106
Statistics Canada, Census of Canada 1961, Vol. II, Part I, Households and Families
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Not only are there more lone-parent families, but the factors leading to lone parenthood are quite different now than they were in the past.

In 1961, the majority of lone parents were widowed.

Today, there are proportionately more divorced and single persons who are caring for children on their own.

Figure 2.3
Number of Divorces in Nova Scotia,
1921 - 1986

Source: Statistics Canada, Marriages and Divorces, Vital Statistics, Vol. II, Catalogue 84-205

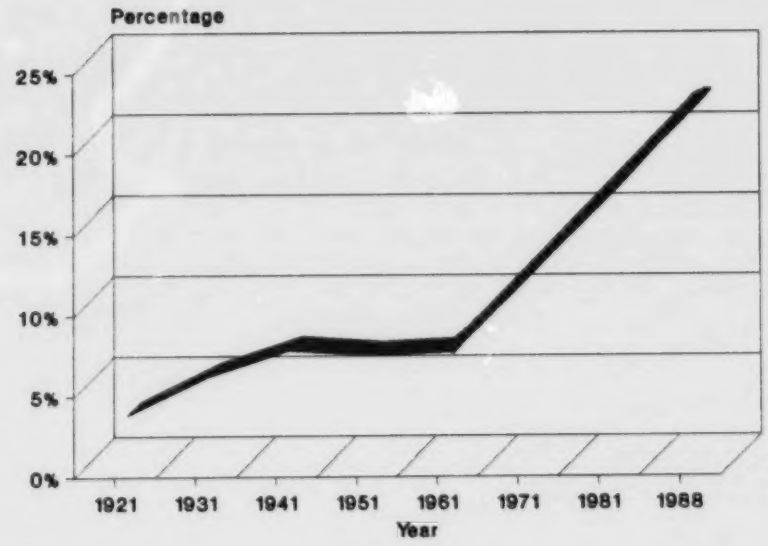
Many marriages are breaking up.

In 1961, 245 divorces were granted in Nova Scotia, with a divorce rate of 33.2 per 100,000 population.

In 1971, 721 divorces were granted in Nova Scotia, with a divorce rate of 91.4 per 100,000 population.

In 1986, 2,550 divorces were granted in Nova Scotia, with a divorce rate of 292.0 per 100,000 population.

Figure 2.4
Births to Unmarried Mothers as Percentage of all Births in Nova Scotia, 1921 - 1988



Source: Statistics Canada, Births 1988, 86.0
Statistics Canada, Births and Deaths, Vital Statistics, Vol. I, Catalogue 84-204
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Larger numbers of children are being born to mothers who are single or divorced.

The percentage of children born to unmarried mothers increased slightly from 3 percent in 1921 to approximately 7 percent in 1961.

By 1986, 22 percent of the newborns in Nova Scotia had mothers who were not married.

Figure 2.5
Births to Teenage and Unmarried Mothers in Nova Scotia, 1961 - 1988

	1961	1966	1971	1976	1981	1988
Unmarried Women Age 15-19						
Number of Births	492	679	771	940	977	836
Percentage of all Births	2.5%	4.5%	5.4%	7.3%	8.1%	6.9%
Total Number in Population	27,700	33,371	35,860	38,490	39,350	33,200
Birth Rate Per 1,000 Population	17.8	20.3	21.5	24.4	24.8	25.2
Married Women Age 15-19						
Number of Births	1,894	1,649	1,477	1,074	495	177
Percentage of all Births	9.8%	10.8%	10.4%	8.4%	4.1%	1.4%
Total Number in Population	3,373	3,020	3,205	3,570	2,435	800
Birth Rate Per 1,000 Population	561.5	546.0	460.8	300.8	203.3	221.2
Unmarried Women Age 20-49						
Number of Births	822	860	868	771	1,161	1,840
Percentage of all Births	4.2%	5.7%	6.1%	6.0%	9.6%	15.1%
Total Number in Population	24,353	24,501	28,265	33,670	42,965	59,500
Birth Rate Per 1,000 Population	33.8	35.1	30.7	22.9	27.0	30.9
Married Women Age 20-49						
Number of Births	16,146	12,013	11,100	10,006	9,427	9,296
Percentage of all Births	83.4%	79.0%	78.1%	78.2%	78.2%	76.5%
Total Number in Population	107,918	107,053	113,930	125,925	134,435	143,400
Birth Rate Per 1,000 Population	149.6	112.2	97.4	79.5	70.1	64.8

Source: Statistics Canada, Births 1988, 842
Nova Scotia Department of Health, Vital Statistics Annual Report
Statistics Canada, Postcensal Annual Estimates of Population by Marital Status, Age, Sex and Components of Growth for Canada, Provinces and Territories, June 1988, Catalogue 92-210
Statistics Canada, Census of Canada 1981, Population: Age, Sex and Marital Status, Catalogue 92-901
Statistics Canada, Census of Canada 1976, Population: Age, SEx and Marital Status, Catalogue 92-825
Statistics Canada, Census of Canada 1971, Population: Marital Status by Age Groups, Catalogue 92-730
Statistics Canada, Census of Canada 1966, Population: Marital Status by Age Groups and Sex, Catalogue 92-613
Statistics Canada, Census of Canada 1961, Population: Marital Status by Age Groups, Catalogue 92-552
The 1988 figures are based on population projections.

The circumstances surrounding child bearing have changed.

There has been a steady decline in the number of married women having babies each year.

In 1961, 1,894 children were born to married women who were still in their teens. In 1988, only 177 children were born to teenage-married women. Although this decline is primarily due to a reduction in teenage marriage, the few young women who do marry are also less likely to have children.

Similarly, child birth is declining among married women in the 20 to 49 age range. There were 16,146 births to women in this group in 1961 and only 9,296 such births in 1988.

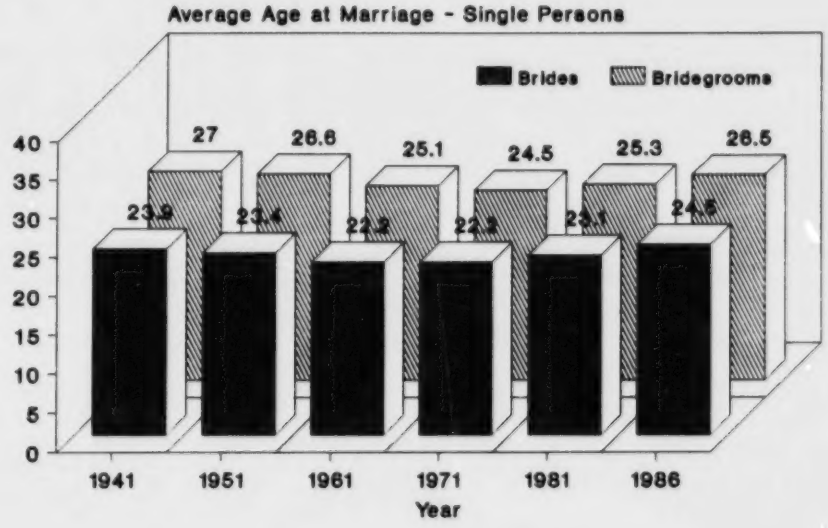
In contrast to the trend among married women, there has been an increase in the number of unmarried women having babies.

A small proportion of this increase is attributable to teenage unmarried mothers. Young single women were slightly more likely to have a child in 1988 than they had been in 1961.

Much of the increase in out-of-wedlock births is a consequence of the fact that proportionately more women remain unmarried during their child-bearing years. In 1961, unmarried women aged 20 to 49 accounted for 15 percent of the adult females in Nova Scotia. In 1988, unmarried women aged 20 to 49 accounted for 25 percent of the adult females in Nova Scotia. Women in this group were no more likely to have a child in 1988 than they had been in 1961; however, their sheer numbers has meant an increase in the number of newborns who have unmarried mothers.

In 1961, the majority of teenagers giving birth were married. In 1988, the majority of teenagers giving birth were not married.

Figure 2.6
Average Age at First Marriage for
Nova Scotians, 1941 - 1986



Source: Statistics Canada, Marriages and Divorces, Vital Statistics, Vol. II, Catalogue 84-205

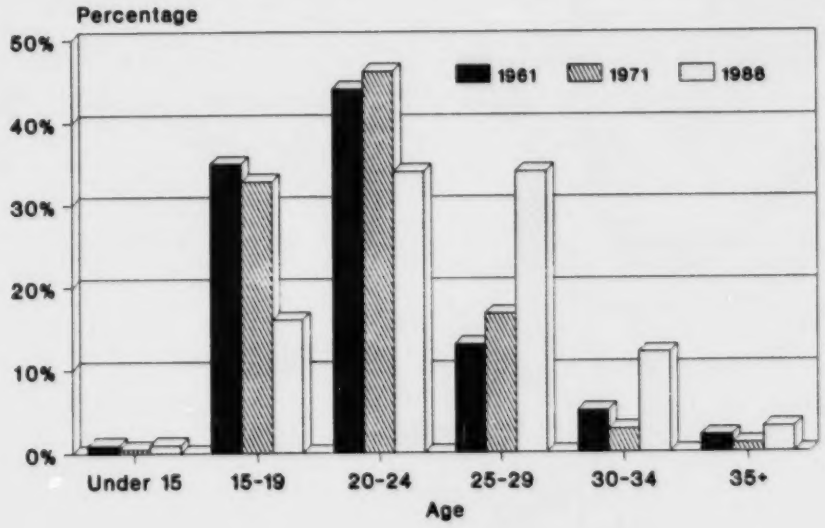
A trend toward early marriage reversed during the eighties, with both men and women marrying later in life.

The average age of bridegrooms dropped from a high of 27.0 in 1941 to a low of 24.5 in 1971, and then rose again to 26.5 in 1986.

The average age of brides also dropped from 23.9 in 1941 to 22.2 in 1971 and then rose to an all time high of 24.5 in 1986.

In general, women tend to marry at an earlier age than men. However, the discrepancy between men's and women's ages at the time of marriage is diminishing.

Figure 2.7
First Births in Nova Scotia by Age of Mother, 1961 - 1988



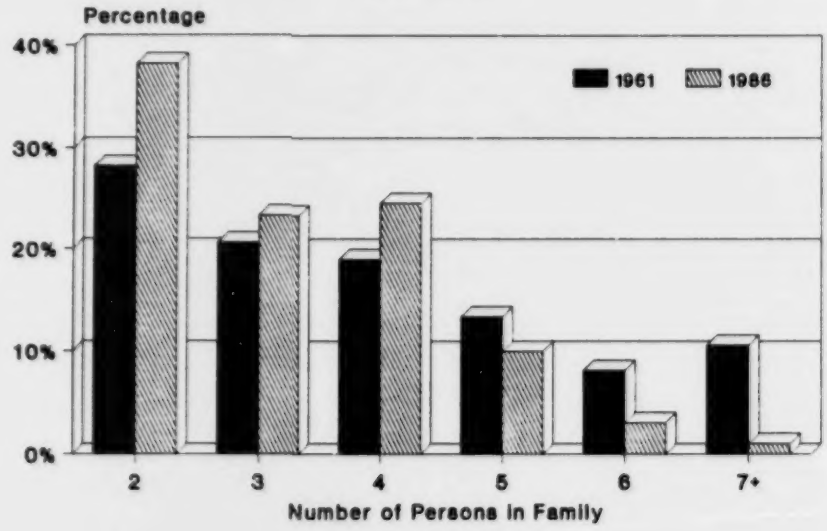
Source: Statistics Canada, Births 1988, B9
Nova Scotia Department of Health, Vital Statistics Annual Report

First-time mothers are older today than they were in the past.

The percentage of first-time mothers over 24 years of age increased from 20 percent in 1961 to 49 percent in 1988.

Conversely, the percentage of first-time mothers in their teens decreased from 36 percent in 1961 to 17 percent in 1988.

Figure 2.8
Size of Nova Scotian Families,
1961 and 1986



Source: Statistics Canada, Census of Canada 1986, The Nation: Families, Part I, Catalogue 93-106
Statistics Canada, Census of Canada 1961, Vol. II, Part I, Households and Families

Along with postponed marriages and delayed child bearing have come smaller family sizes.

The proportion of families containing 5 or more persons was cut in half between 1961 and 1986.

Today, approximately one-third of all Nova Scotian families consist of only two persons. This includes a variety of situations: a lone parent and dependent child, an aged parent and adult child who has never married, a husband and wife with no children.

Average family size dropped from 4.0 in 1961 to 3.2 in 1986.

Chapter 3
Women in the Paid Labour Force*

Women have always been called upon to fill the gaps in the paid workforce at times of labour shortage. During the second world war, women staffed factories, provided medical care, and fulfilled many other invaluable functions. With the decrease in working age population, high participation in the paid labour force will be required from all potential workers.

Women represent a significant component of the labour supply in Nova Scotia. The size of the labour force has virtually doubled since 1951 and most of this increase has been attributable to the influx of women.

During the 1950s, a typical Nova Scotian woman would be employed for only a few years before marrying. After marriage she would leave the labour force to assume her responsibilities as a wife and mother. Times have changed. Today, married women are almost as likely to be in the labour force as are single women.

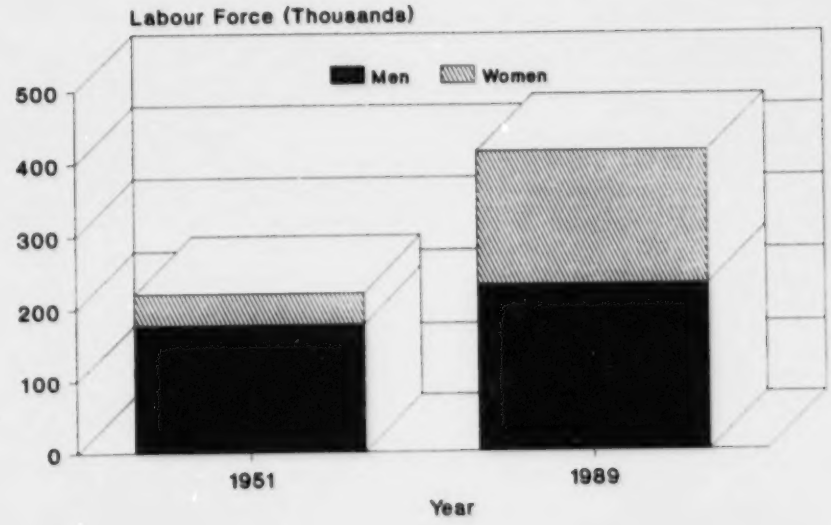
As a consequence of the increased employment of wives, husbands are no longer depended upon to provide for all of the economic needs of their families. Thus, married men have more latitude to pursue the retraining necessary to meet the changing demands of the labour market.

The majority of both men and women are now working outside the home during their child rearing years. As the sole or at least primary provider, lone parents often must seek employment outside the home. Even among husband-wife couples, most families depend on the salaries of both spouses.

* Existing statistical information does not incorporate the economic contribution of women outside the paid labour force. All statistics in this chapter have this limitation. Textual references to "workforce", "labour force" etc. apply to paid work only.

Employers who have been accustomed to reaping the benefits of excess labour supply will soon be competing for staff because of the reduced availability of new young workers. Under such conditions of increased demand, firm success will depend upon effective recruitment. As more and more dual-income and lone-parent families arise, the employment choices of both men and women will be influenced by the availability of policies and programs which are supportive of family life. Firms offering flexible hours, job sharing, day care, and other work options will be able to attract the best staff.

Figure 3.1
Gender Composition of Nova Scotia
Labour Force, 1951 and 1989



Source: Statistics Canada, The Labour Force, 71-001
Statistics Canada, Census of Canada 1961, Labour Force: Occupations, Vol. III, Part I
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Most of the growth in the Nova Scotia labour force has been as a consequence of women's increased involvement.

The size of the Nova Scotia labour force grew from 220,585 in 1951 to 414,000 in 1989 and seventy-three percent of this increase was attributable to women.

Figure 3.2
Labour Force Participation Rates of Nova Scotian Men and Women, 1951 - 1989

Source: Statistics Canada, The Labour Force, Catalogue 71-001
Statistics Canada, Labour Force Annual Averages, Catalogue 71-529
Statistics Canada, Census of Canada 1971, Labour Force and Individual Income, Vol. III, Part I, Catalogue 94-702
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

There has been a pronounced change in the number of women seeking employment outside the home.

The labour force participation rates of Nova Scotian women more than doubled from 20 percent in 1951 to 52 percent in 1989.

The labour force participation rates of Nova Scotian men declined slightly from 82 percent in 1951 to 71 percent in 1989.

Figure 3.3
Numbers of Nova Scotian Women in the Labour Force and Not in the Labour Force, 1951 - 1989

Source: Statistics Canada, The Labour Force, Catalogue 71-001
Statistics Canada, Labour Force Annual Averages, Catalogue 71-529
Statistics Canada, Census of Canada 1971, Labour Force and Individual Income, Vol. III, Part I, Catalogue 94-702
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

It is now the norm for women to work outside the home.

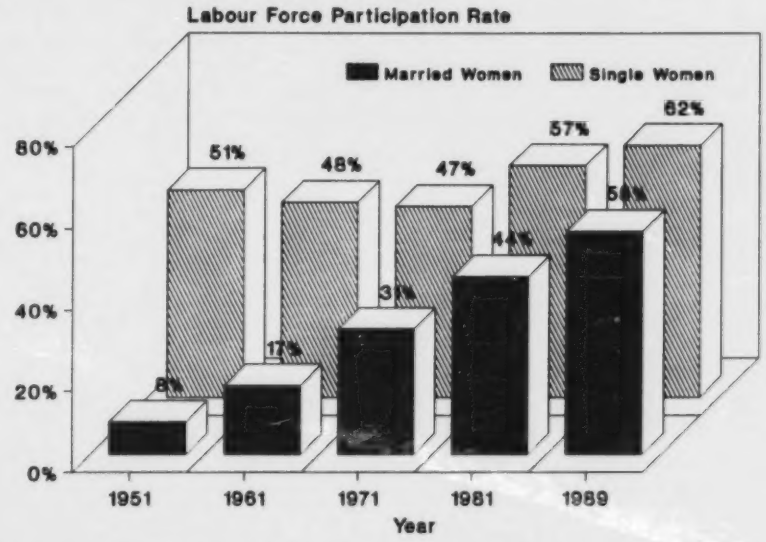
The number of Nova Scotian women not in the labour force has remained relatively constant over the last thirty years. By contrast, the number of women in the labour force has tripled.

In 1951, only one in five women were in the labour force.

In 1971, one in three women were in the labour force.

By 1989, slightly more than half of all Nova Scotian women were in the labour force.

Figure 3.4
Labour Force Participation Rates of Married and Single Nova Scotian Women, 1951 - 1989



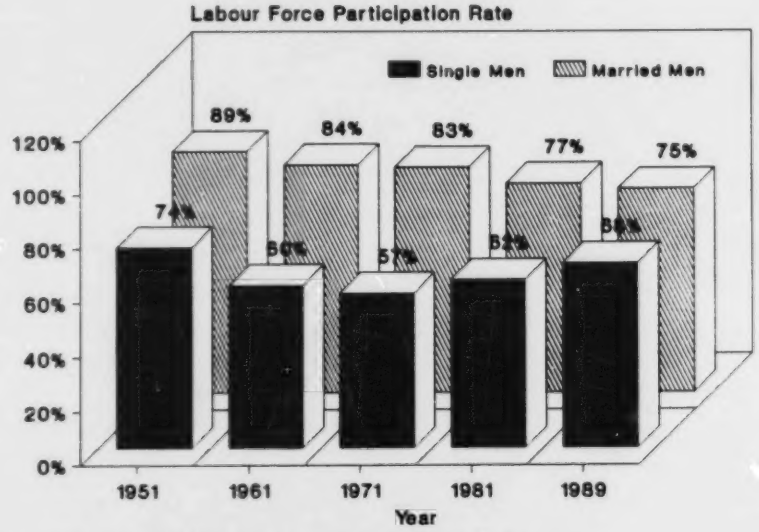
Source: Statistics Canada, The Labour Force, Catalogue 71-001
Statistics Canada, Labour Force Annual Averages, Catalogue 71-529
Statistics Canada, Census of Canada 1971, Labour Force and Individual Income, Vol. III, Part I, Catalogue 94-702
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Traditionally, men were the sole breadwinners for their families and women only worked outside the home until they married. However, social and economic forces converged to bring about a substantial increase in the percentage of married women joining the labour force.

The labour force participation rates of married women rose from under 10 percent in 1951 to over 50 percent in 1989.

Today, the labour force activities of married and single women are almost equivalent, with participation rates of 55 and 62 percent respectively.

Figure 3.5
Labour Force Participation Rates of Married and Single Nova Scotian Men, 1951 - 1989



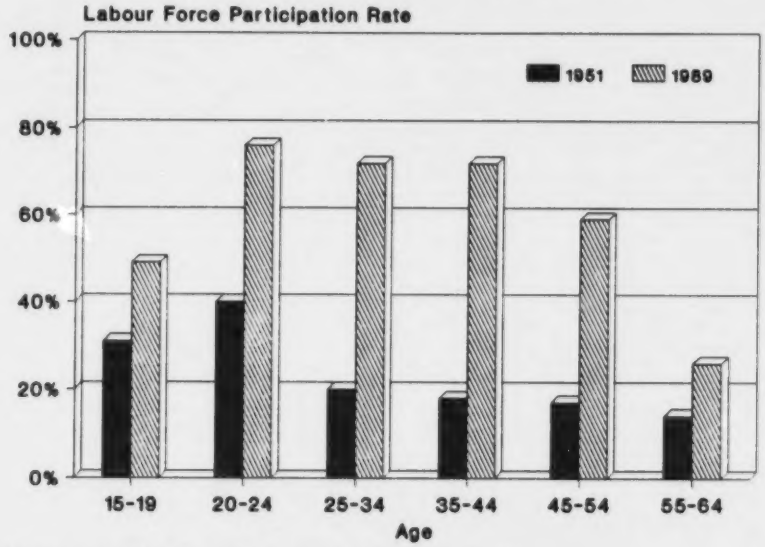
Source: Statistics Canada, The Labour Force, Catalogue 71-001
Statistics Canada, Labour Force Annual Averages, Catalogue 71-529
Statistics Canada, Census of Canada 1971, Labour Force and Individual Income, Vol. III, Part I, Catalogue 94-702
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

As wives move into the labour force, husbands are no longer as bound to their jobs for the provision of all daily necessities.

The labour force participation rates of married men exhibited a steady decline from 89 percent in 1951 to 75 percent in 1989.

Although the labour force participation rates of single men also dropped during the sixties and into the seventies, this trend reversed in the eighties.

Figure 3.6
Labour Force Participation Rates of Nova Scotian Women by Age Group, 1951 and 1989

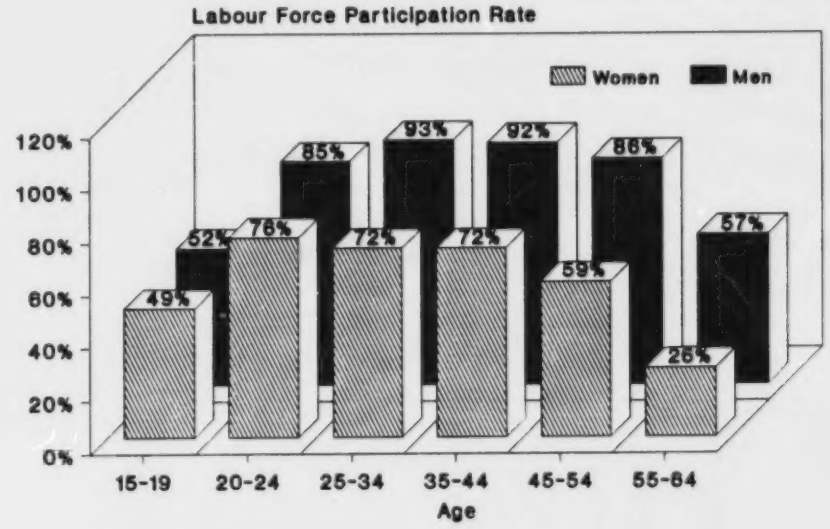


Source: Statistics Canada, The Labour Force, Catalogue 71-001
Statistics Canada, Labour Force Annual Averages, Catalogue 71-529
Statistics Canada, Census of Canada 1971, Labour Force and Individual Income, Vol. III, Part I, Catalogue 94-702
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Women are much more likely to remain in the workforce during their child-bearing years.

The labour force participation rates for women in their late twenties and early thirties increased from 20 percent in 1951 to 72 percent in 1989.

Figure 3.7
Labour Force Participation Rates of Nova Scotian Women and Men by Age Group, 1989



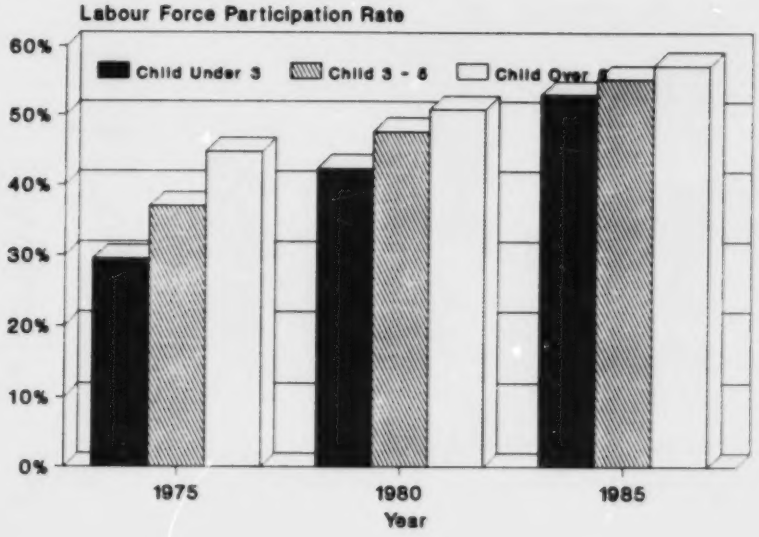
Source: Statistics Canada, The Labour Force, 71-001

Gender differences in labour force participation are diminishing among younger workers.

Nova Scotians of pre-retirement age still reflect traditional roles with a 31 percent difference between the labour force participation rates of women and men in the 55 to 64 age group. On the other hand, there is less than a ten percent difference in the labour force participation rates of women and men in their teens and early twenties.

Approximately 70 percent of women and 90 percent of men remain active in the labour force during that part of their life cycle devoted to raising a family.

Figure 3.8
Labour Force Participation Rates of Nova Scotian Mothers
by Age of Youngest Child, 1975 - 1985

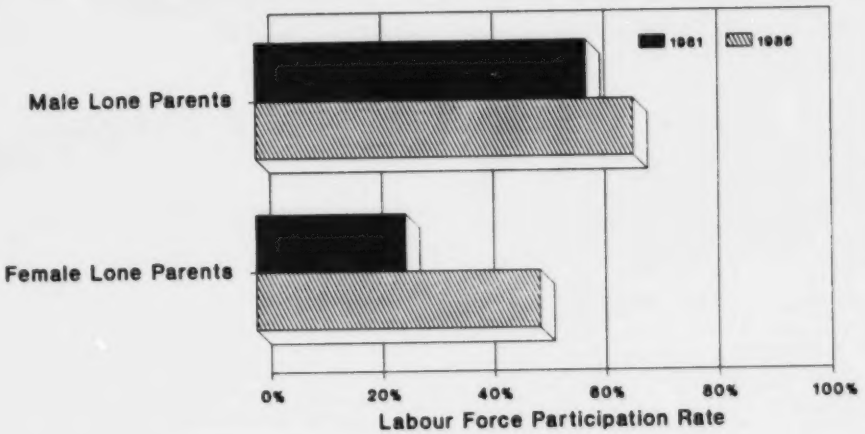


Source: Statistics Canada, Women in the Workplace, Catalogue 71-534

Women with children of all ages are more likely to be working than they were ten years ago. However, the greatest increase in labour force participation rates has occurred among women with children under three years of age.

In 1975, there was a marked difference between the labour force participation rates of mothers with infants or toddlers and mothers with school age children. Ten years later, in 1985, there was only a 4 percent difference in the labour force participation rates of these groups.

Figure 3.9
Labour Force Participation Rates for Female and Male Lone Parents in Nova Scotia, 1961 and 1986



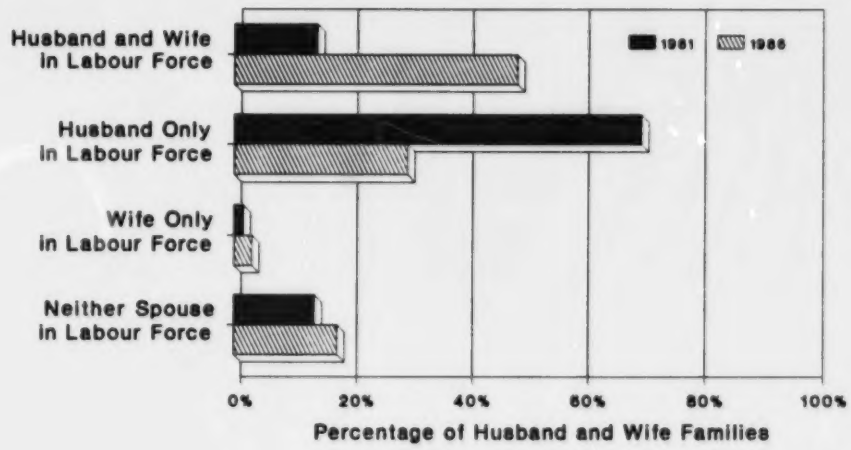
Source: Statistics Canada, Census of Canada 1986, The Nation: Families, Part II, Catalogue 93-107
Statistics Canada, Census of Canada 1961, Vol. II Part I, Households and Families

Unmarried women with children are much more likely to seek employment outside the home today than they were in the sixties.

Labour force participation rates among male lone parents increased from 59 percent in 1961 to 68 in 1986.

Labour force participation rates among female lone parents almost doubled from 27 in 1961 to 51 in 1986.

Figure 3.10
Labour Force Participation of Husbands and Wives in Nova Scotia, 1961 and 1986



Source: Statistics Canada, Census of Canada 1986, The Nation: Families, Part II, Catalogue 93-107
Statistics Canada, Census of Canada 1961, Vol. II Part I, Households and Families

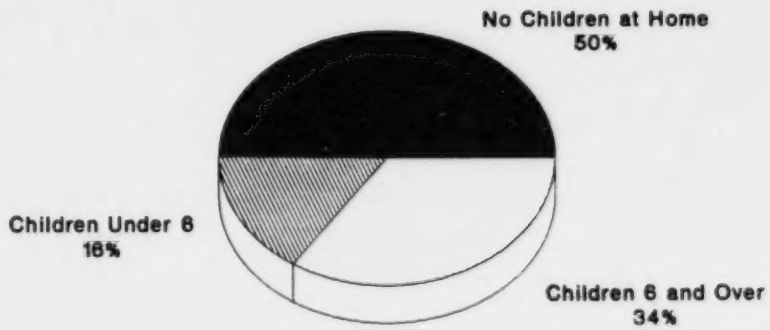
Even among traditional husband-wife families, few spouses are staying at home.

In 1961, the husband was the sole breadwinner for almost three-quarters of all Nova Scotian couples.

By 1986, the husband was the sole breadwinner for less than one-third of Nova Scotian couples.

The most common arrangement today is for both husbands and wives to seek employment outside the home.

Figure 3.11
Age of Children for Employed
Nova Scotian Women, 1986



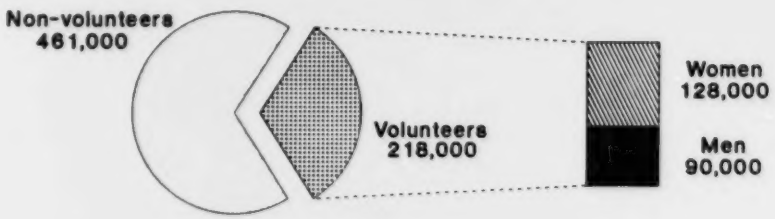
Source: Statistics Canada, Census of Canada 1986, Labour Force Activity, Catalogue 93-111

Fifty percent of the women now working in Nova Scotian firms have children at home.

In 1986, 22,810 Nova Scotian mothers were engaged in paid work and had at least one child under school age to care for.

An additional 49,835 mothers were working and had school age or older children.

Figure 3.12
Volunteer Work in Nova Scotia, 1987



Source: Statistics Canada, Giving Freely: Volunteers in Canada, Catalogue 71-602

There are more women than men involved in volunteer activities.

Thirty-two percent of Nova Scotians participate in volunteer work of one form or another.

Approximately 6 out of 10 of these volunteers are women.

Women continue to fulfil many valuable tasks in their communities as well as in their paid jobs.

Chapter 4
The Employment Profiles of Women and Men

Approximately half of the workers now available to fill jobs in Nova Scotia are women. However, women's employment experiences and opportunities differ substantially from those of men.

Many of the female workers who entered the labour force in recent years moved into the expanding service sector. Women tend to be employed as secretaries, nurses and teachers while men are more likely to hold occupations in such areas as the trades, construction, farming and fishing. Work-related policies can have very different repercussions for men and women because of differences in their job requirements. For example, the health and safety concerns of a steelworker on a high-rise have little in common with the health and safety concerns of a secretary operating a computer in a sealed building with poor lighting and insufficient ventilation. Each group has legitimate needs and one set of regulations should not preclude attention to the other.

Women are not only clustered in traditional female occupations, they are also more likely than men to hold part-time jobs. Some women choose shorter work weeks so that they can spend more time on family and community activities. However, increasing numbers of Nova Scotians hold part-time jobs not because they want to, but instead because they are unable to secure full-time employment. Part-time workers tend to be disadvantaged in terms of benefits, such as pensions, and have little protection under existing labour codes.

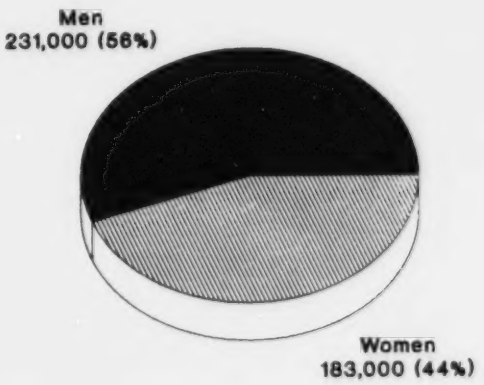
Women are also more likely to have seasonal employment. On average, women's jobs offer fewer weeks of work than do men's jobs. Thus, women find it more difficult to meet the qualification period for unemployment insurance benefits. At the same time, women are more likely to be unemployed.

As a consequence of the types of work they perform and their hours of employment, women's jobs are usually not unionized. While their representation is on the increase, men still outnumber women 2 to 1 in Nova Scotia unions. Thus, women generally have fewer benefits and less protection against exploitation in the workplace.

The only conclusion that can be reached is that the world of work is a very different place for women than it is for men. Even though women constitute almost half of the total labour supply in Nova Scotia, they are a long way from achieving equality with their male counterparts.

Employment equity programs are designed to redress imbalances in the workplace by removing discriminatory practices and facilitating the movement of females into male-dominated areas. However, at this time, most of such programs are confined to larger, more progressive organizations offering little assistance to the many Nova Scotian women who are working in small firms. Movement toward gender equality in the workplace first requires a recognition of the differences in the positions of men and women, and second depends on a commitment to the removal of the barriers which restrict women's opportunities.

Figure 4.1
Women and Men in the Nova Scotia
Labour Force, 1989

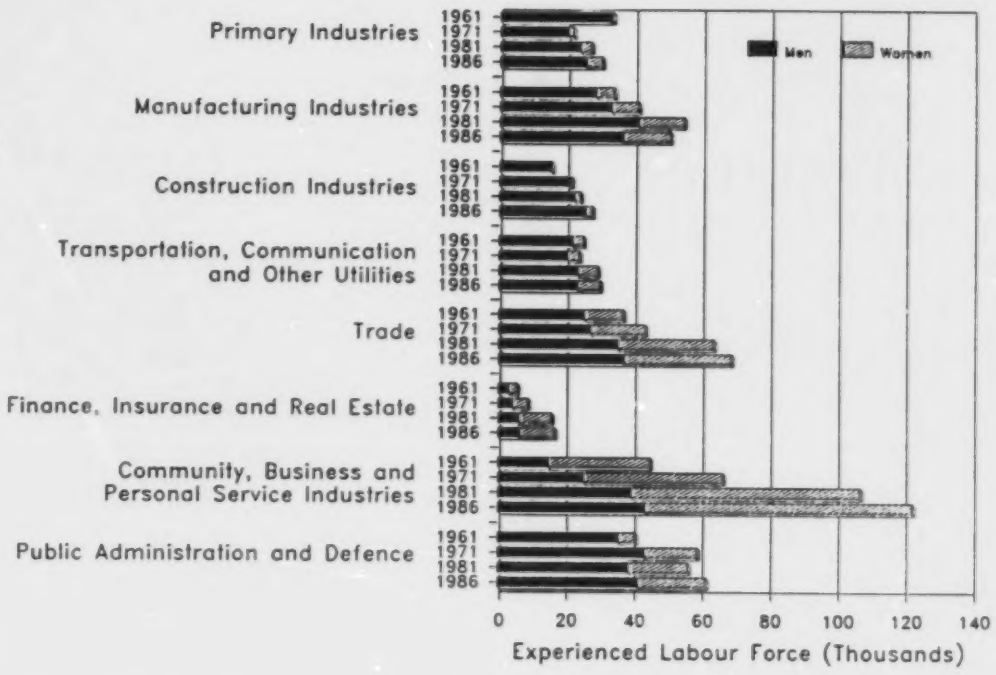


Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529

Almost half of the persons now available for work in Nova Scotia are women.

Women constitute 44 percent of the labour force.

Figure 4.2
Nova Scotia Labour Force by Industry, 1961 - 1986

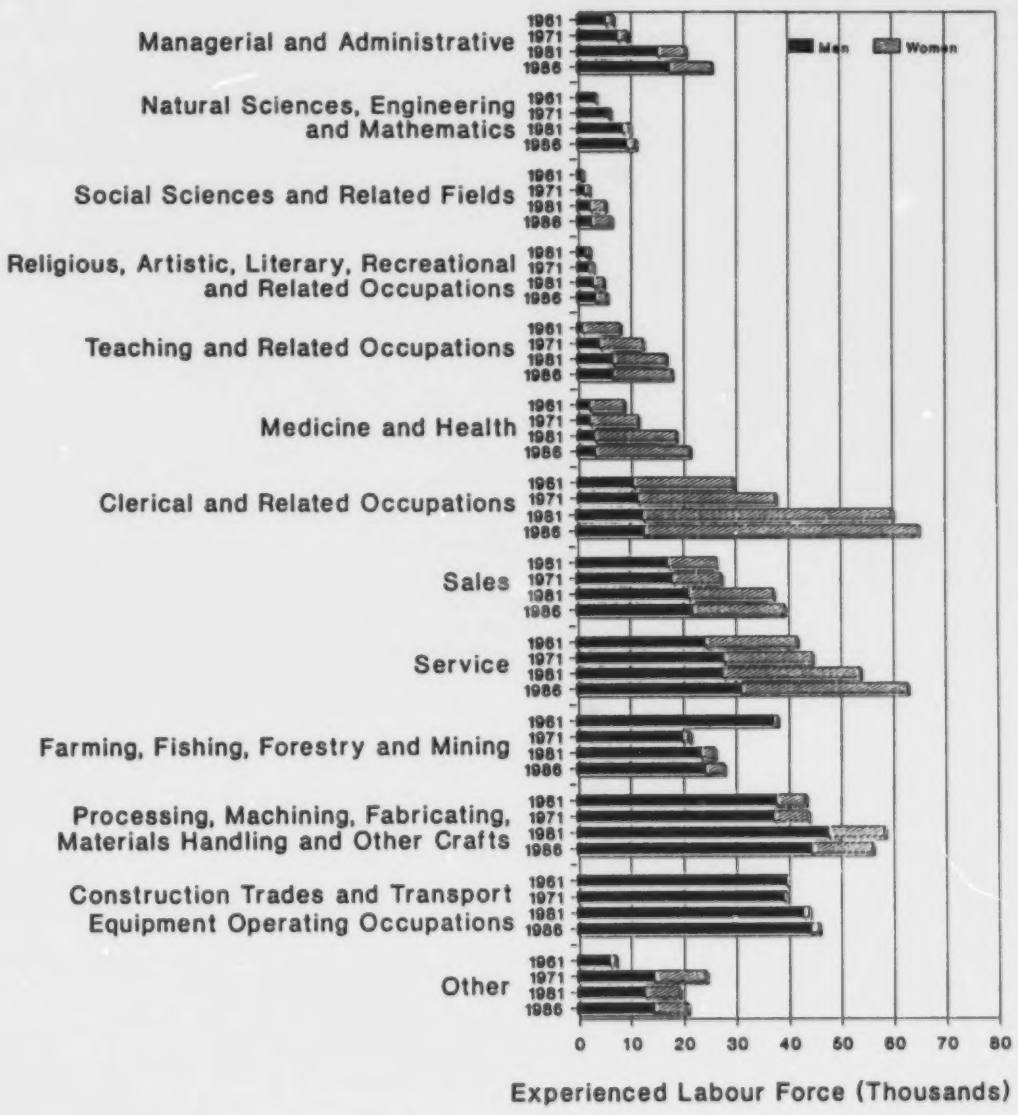


Source: Statistics Canada, Census of Canada 1986, Dimensions: Industry Trends, Catalogue 93-152

Most of the employment growth since 1961 has been concentrated in the service sector. In 1961, 44,966 Nova Scotians held jobs in the areas of community, business and personal services. By 1986, 122,405 Nova Scotians were employed in these areas. Approximately two-thirds of the new service related positions were filled by women.

In contrast, there continue to be few women working in primary industries, manufacturing, construction, transportation, communication, and utilities.

Figure 4.3
Nova Scotia Labour Force by Occupation, 1961 - 1986



Source: Statistics Canada, Census of Canada 1986, Dimensions: Occupational Trends, Catalogue 93-151

The types of jobs held by women differ from the types of jobs held by men.

In recent years, clerical and service related occupations have expanded to the point where they outnumber all others. Clerical occupations include such positions as secretaries and stenographers and service occupations include such positions as cleaners, waitresses and hairdressers.

Women have filled most of the new jobs which have arisen in both these areas.

Between 1961 and 1986, 93 percent of the labour force growth in clerical occupations and 68 percent of the labour force growth in service occupations was attributable to women.

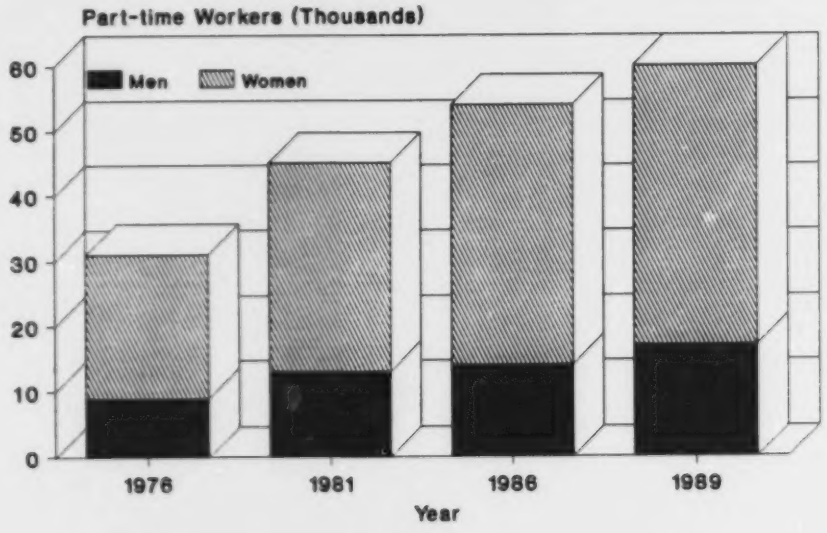
In 1986, almost one-third of all women in the Nova Scotia labour force were in clerical or related fields.

Women also continue to outnumber men in teaching, medicine, and health.

While women have made some gains, they are still conspicuously underrepresented in many areas. In 1986, women represented less than one-third of the following occupational groups:

- Managerial and Administrative;
- Natural Sciences, Engineering and Mathematics;
- Farming, Fishing, Forestry and Mining;
- Processing, Machining, Fabricating, Materials Handling and Other Crafts; and
- Construction, Trades, and Transport Equipment Operating Occupations.

Figure 4.4
Part-time Workers in Nova Scotia by Gender, 1976 - 1989



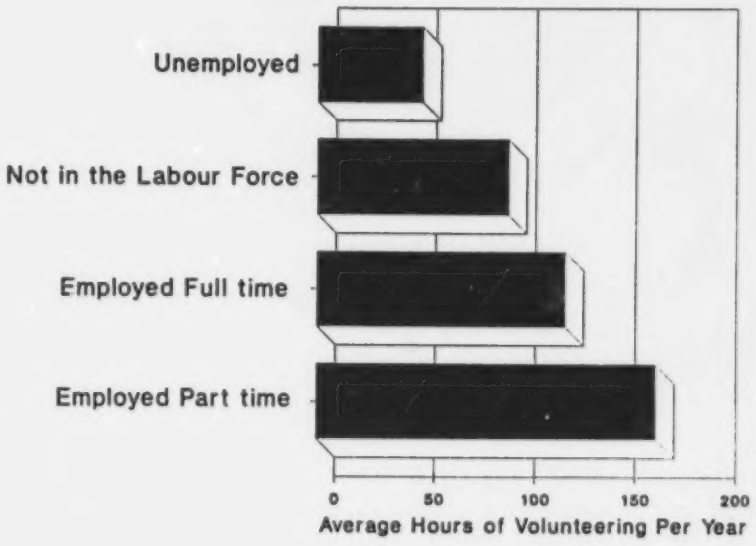
Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529

Most part-time workers are women.

The number of Nova Scotians working part time increased from 31,000 in 1976 to 60,000 in 1989.

Approximately three-quarters of these new part-time jobs have been occupied by women.

Figure 4.5
Average Hours of Service Performed by Nova Scotian Volunteers by Labour Force Status, 1980

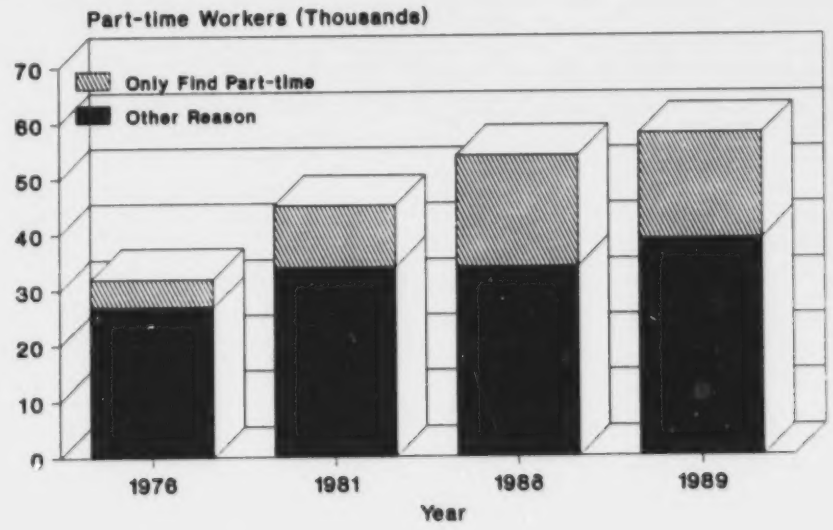


Source: Statistics Canada, An Overview of Volunteer Work in Canada, Catalogue 71-530

Part-time jobs can offer many advantages.

Among volunteers, those working part time give more hours of service than either persons who are not employed outside the home or those who are working full time.

Figure 4.6
Reasons for Part-time Work in
Nova Scotia, 1976 - 1989



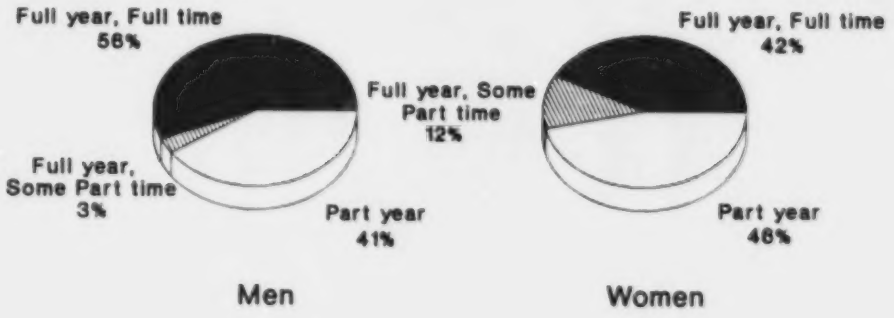
Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529

Although some people benefit from the availability of part-time employment, increasing numbers of Nova Scotians are being forced into part-time work because of a lack of full-time jobs.

In 1976, approximately one in six part-time workers said they were working shorter hours because this was the only type of job they could find.

By 1989, approximately one in three part-time workers said this was the only type of job they could find.

Figure 4.7
Patterns of Paid Employment for
Nova Scotian Women and Men, 1986



Source: Statistics Canada, Canada's Women: A Profile of their 1986 Labour Market Experience, Catalogue 71-205
Statistics Canada, Canada's Men: A Profile of their 1986 Labour Market Experience, Catalogue 71-206

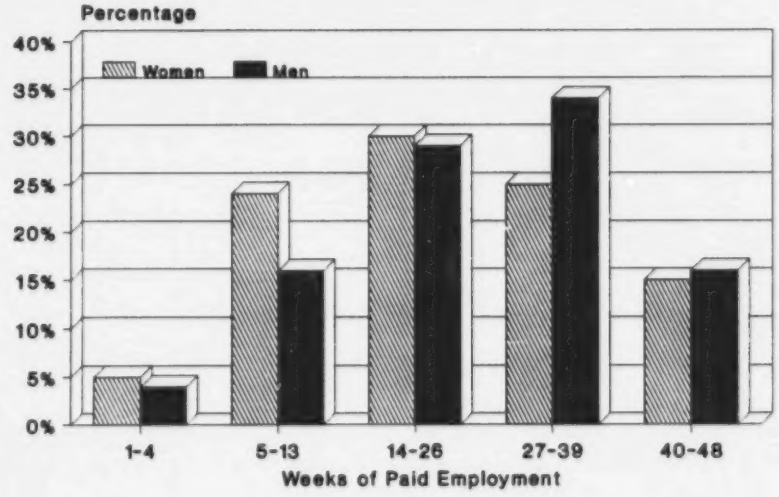
In general, men have more steady work than do women.

Women are not only more likely to be employed part time they are also more likely to hold temporary or seasonal jobs.

Fifty-six percent of employed men hold full-year full-time jobs.

Forty-two percent of employed women hold full-year full-time jobs.

Figure 4.8
Weeks of Paid Employment for Nova Scotian Men and Women
Who Did Not Work a Full Year in 1986

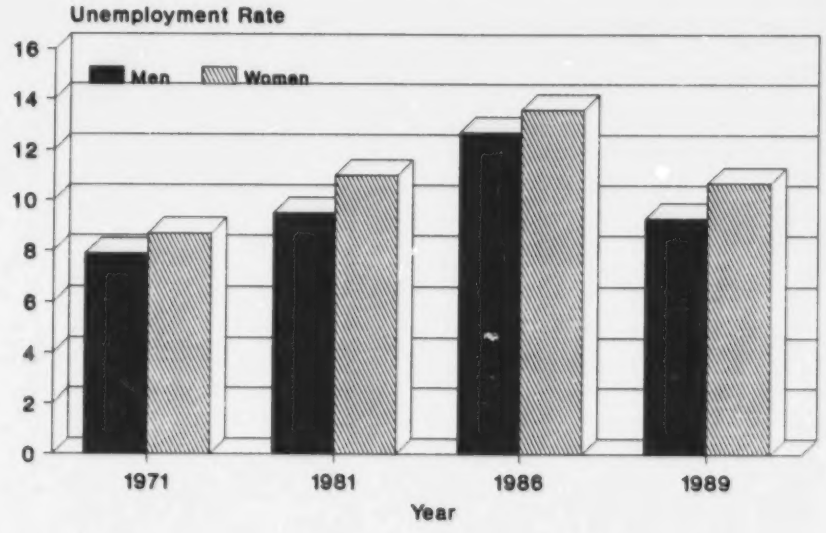


Source: Statistics Canada, Canada's Women: A Profile of their 1986 Labour Market Experience, Catalogue 71-205
Statistics Canada, Canada's Men: A Profile of their 1986 Labour Market Experience, Catalogue 71-206

Women tend to have jobs which offer fewer weeks of employment than men.

Among Nova Scotians who did not work for the full year in 1986, 29 percent of women and 20 percent of men worked 13 weeks or less.

Figure 4.9
Unemployment Rates Among Nova Scotian
Men and Women, 1971 - 1989

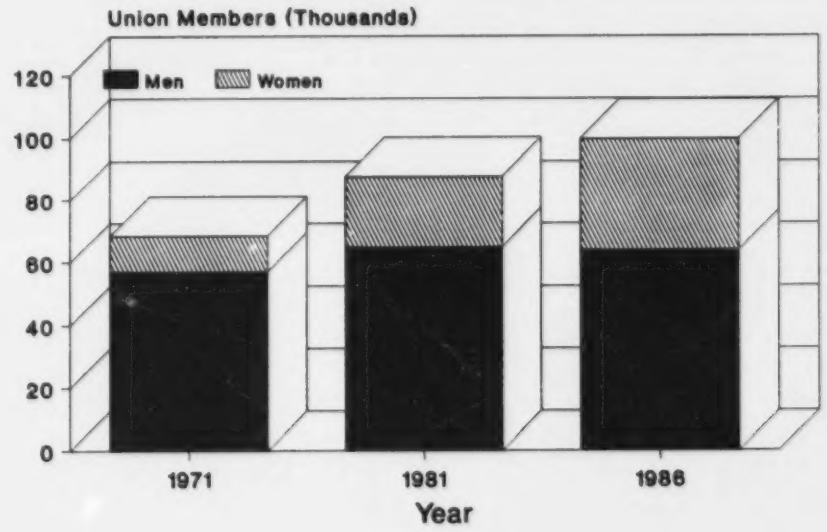


Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529
Statistics Canada, Census of Canada 1971, Labour Force and Individual Income, Catalogue 94-703

Women are more likely than men to experience periods of unemployment.

Unemployment rates are slightly higher for Nova Scotian women than for Nova Scotian men.

Figure 4.10
Membership in Nova Scotia Unions
by Gender, 1971 - 1986

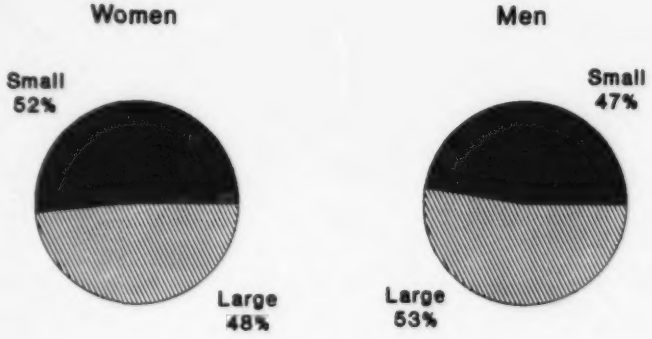


Source: Statistics Canada, Labour Unions, Catalogue 71-202

Women also have little protection against adversities in the workplace.

Although the number of Nova Scotian workers covered by unions is growing, women still constitute only approximately one-third of the total membership.

Figure 4.11
Firm Size of Employed Nova Scotian Women and Men, 1986



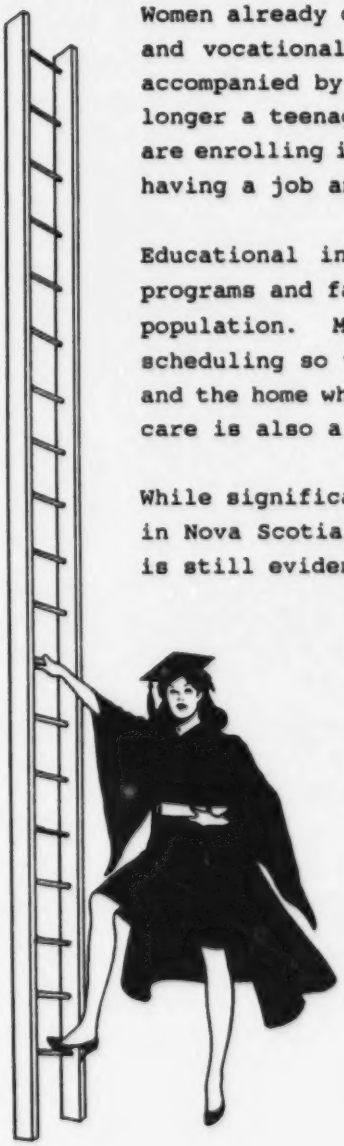
Source: Statistics Canada, Canada's Women: A Profile of their 1986 Labour Market Experience, Catalogue 71-205
Statistics Canada, Canada's Men: A Profile of their 1986 Labour Market Experience, Catalogue 71-206

Large numbers of both Nova Scotian women and Nova Scotian men are employed in small firms.

In these small organizations workers usually have little or no collective bargaining power.

Chapter 5
Women and Education

Women have been making great strides in the educational arena. As the demand for a highly educated workforce grows, employers will be able to recruit women with appropriate qualifications to meet their needs.



Women already outnumber men in the student bodies of our universities and vocational schools. This changing gender composition has been accompanied by an aging trend. The typical university student is no longer a teenage boy straight out of high school. Many men and women are enrolling in university and vocational programs later in life after having a job and perhaps starting a family.

Educational institutions are being called upon to expand existing programs and facilities to better meet the needs of a diverse student population. Many students, especially women, require more flexible scheduling so that they can fulfil responsibilities in the workplace and the home while pursuing their education. Access to affordable day care is also a growing concern on campus.

While significant gains have been made in the representation of women in Nova Scotia's institutions of higher learning, gender segregation is still evident across disciplines. The majority of the students in engineering, applied sciences, mathematics, and the physical sciences are men. The majority of the students in household sciences, biology, education and health are women.

The skills acquired in traditional female fields will be an asset in designing future programs. For example, women trained in the health professions will be indispensable in setting up and administering recreational and caring options for the ever-expanding number of seniors. Likewise, female educators who have personal experience balancing work, school, and family life will be in an excellent position to develop innovative educational programs which better meet the requirements of mature students.

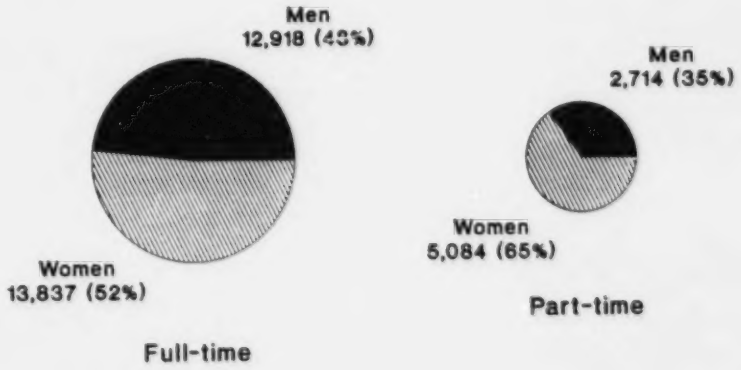
Women trained in traditional disciplines will be less well prepared to confront the scientific challenges of a technologically advanced workforce. Specialized programs and incentives are needed to encourage girls and women to enter engineering, applied sciences, mathematics and the physical sciences.

In contrast to the situation of female students, female educators are losing ground. There are still more women than men teaching in Nova Scotia elementary schools, but each year men assume a larger portion of such positions. Men have always outnumbered women as secondary school teachers, department heads, vice-principals and principals. There are even fewer women in these jobs today than there were ten years ago. The situation in Nova Scotia universities is much the same. The percentage of women holding the rank of full-professor is declining, whereas the percentage of women holding the rank of assistant professor or below is rising. Expanding female representation at the student level has not translated into equal gender representation among faculty in postsecondary institutions.

Any discussion of postsecondary training must be placed in the context of general educational levels. Even with increasing enrolments in Nova Scotia universities and vocational programs, almost half of the working-age population have not completed high school. The need for literacy programming and adult education cannot be overstated.

Efficient use of both technological and human resources will be important for meeting the changing demands of the future. Employers must initiate staff development today if they are going to be prepared for tomorrow. Educational programs should be revised to better accommodate the needs of mature students. Many of the adults requiring training must first be provided with opportunities for upgrading. An acceptance of the principle of life-long learning is the first step toward promoting a more highly educated labour pool in Nova Scotia.

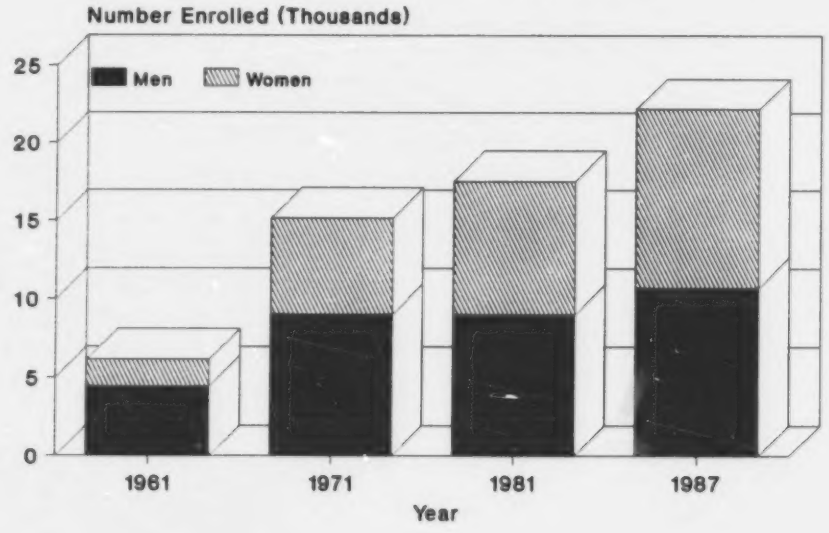
Figure 5.1
Gender of Full-time and Part-time Students Enrolled in
Nova Scotia Postsecondary Institutions, 1987



Source: Statistics Canada, Education in Canada, Catalogue 81-229

There are more women than men entering Nova Scotia colleges, vocational schools and universities on both a full-time and part-time basis.

Figure 5.2
Full-time Undergraduate Enrolment in Nova Scotia Universities, 1961 - 1987



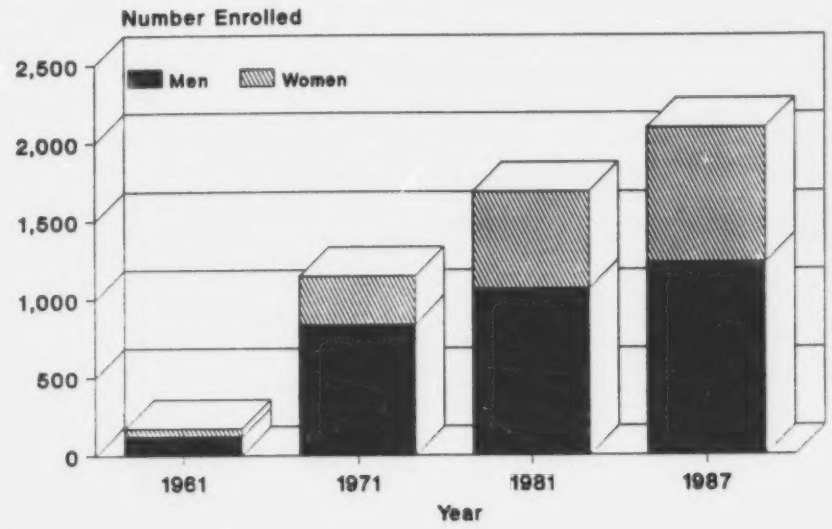
Source: Statistics Canada, Education in Canada, Catalogue 81-229
Statistics Canada, Historical Compendium of Education Statistics, Catalogue 81-568
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Full-time enrolment in Nova Scotia undergraduate programs increased from 6,125 in 1961 to 22,224 in 1987, and many of the new students were women.

In 1961, less than one-third of Nova Scotia's full-time undergraduates were women.

By 1987, over half of all full-time undergraduates were women.

Figure 5.3
Full-time Graduate Enrolment in
Nova Scotia Universities, 1961 - 1987

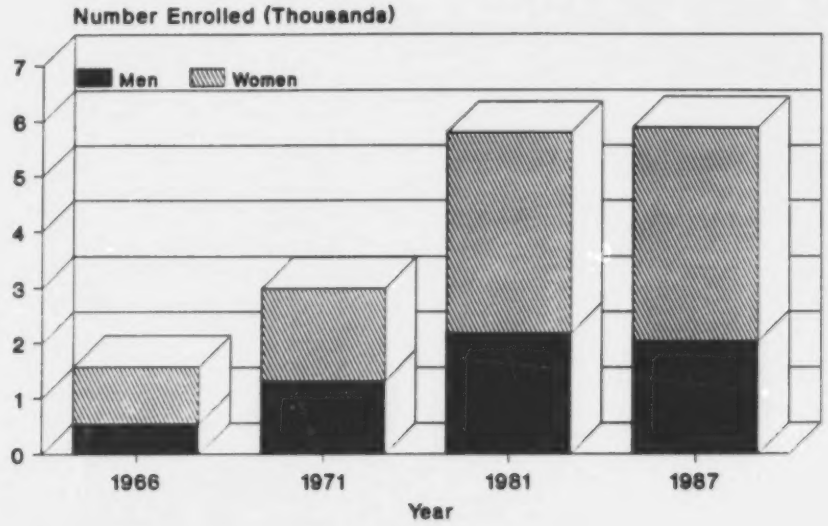


Source: Statistics Canada, Education in Canada, Catalogue 81-229
Statistics Canada, Historical Compendium of Education Statistics, Catalogue 81-568
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

The number of students in full-time graduate studies increased tenfold between 1961 and 1987.

Although the representation of women at graduate levels has improved, they have not quite caught up with their male counterparts.

Figure 5.4
Part-time Undergraduate Enrolment in Nova Scotia Universities, 1966 - 1987

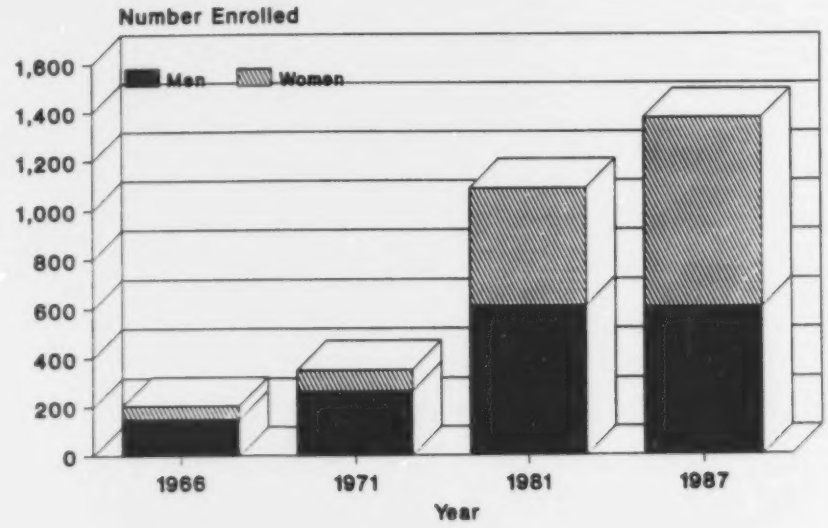


Source: Statistics Canada, Education in Canada, Catalogue 81-229
Statistics Canada, Historical Compendium of Education Statistics, Catalogue 81-568
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Increasing numbers of Nova Scotians are choosing to pursue their university training on a part-time basis.

There have always been, and continue to be, substantially more women than men involved in part-time undergraduate studies.

Figure 5.5
Part-time Graduate Enrolment in
Nova Scotia Universities, 1966 - 1987



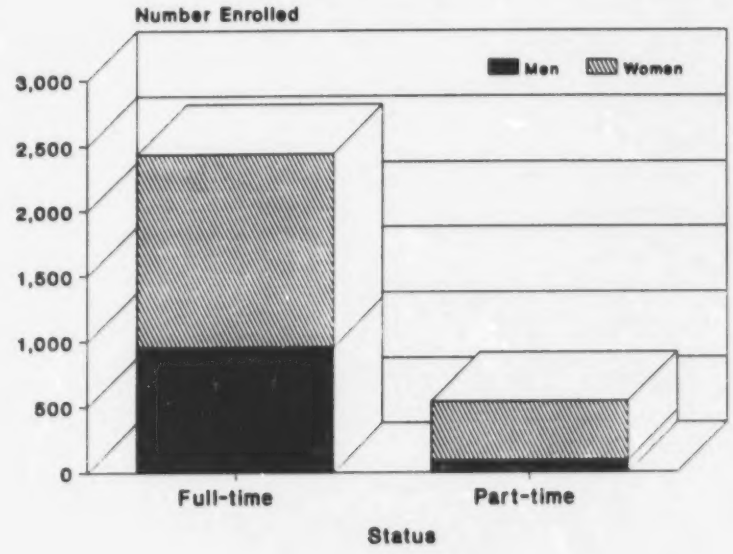
Source: Statistics Canada, Education in Canada, Catalogue 81-229
Statistics Canada, Historical Compendium of Education Statistics, Catalogue 81-568
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

The number of students undertaking graduate work on a part-time basis has also increased.

In 1966, approximately one in four part-time graduate students were females.

By 1987, one in two part-time graduate students were females.

Figure 5.6
Full-time and Part-time Enrolment in Nova Scotia Colleges and Vocational Schools, 1987

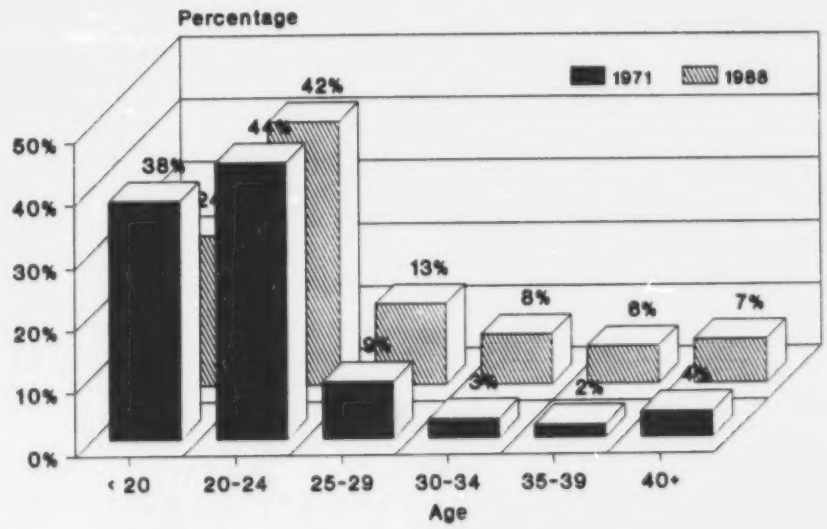


Source: Statistics Canada, Education in Canada, Catalogue 81-229

Women also outnumber men in Nova Scotia colleges and vocational schools.

In 1987, the ratio of women to men was 5 to 1 in part-time studies and almost 2 to 1 in full-time studies.

Figure 5.7
Age of University Students in
Nova Scotia, 1971 and 1988

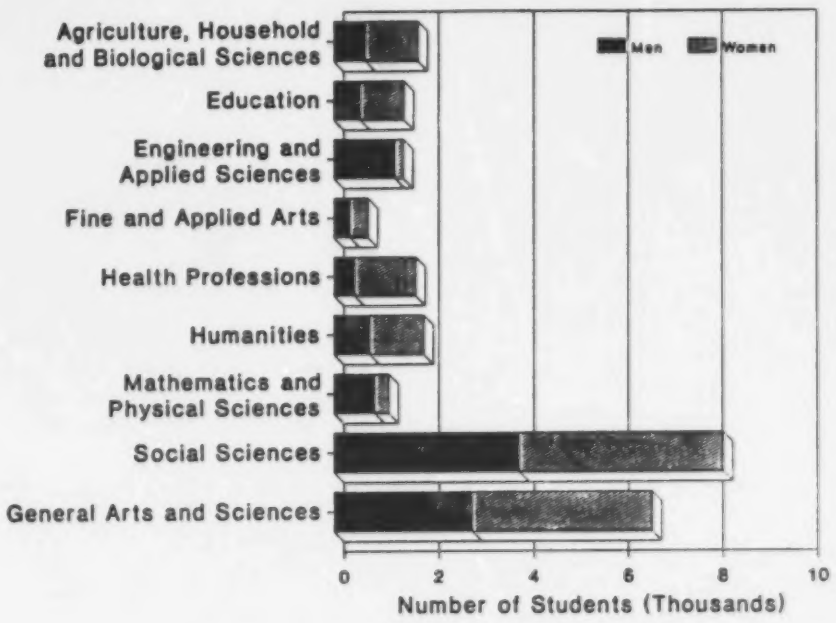


Source: Statistics Canada, Universities: Enrolment and Degrees, Catalogue 81-204

The changing gender distribution of Nova Scotia university enrolments has been accompanied by an aging trend.

The percentage of university students thirty years of age or older increased from 9 percent in 1971 to 21 percent in 1988.

Figure 5.8
Field of Study for Undergraduate Students in Nova Scotia Universities, 1987



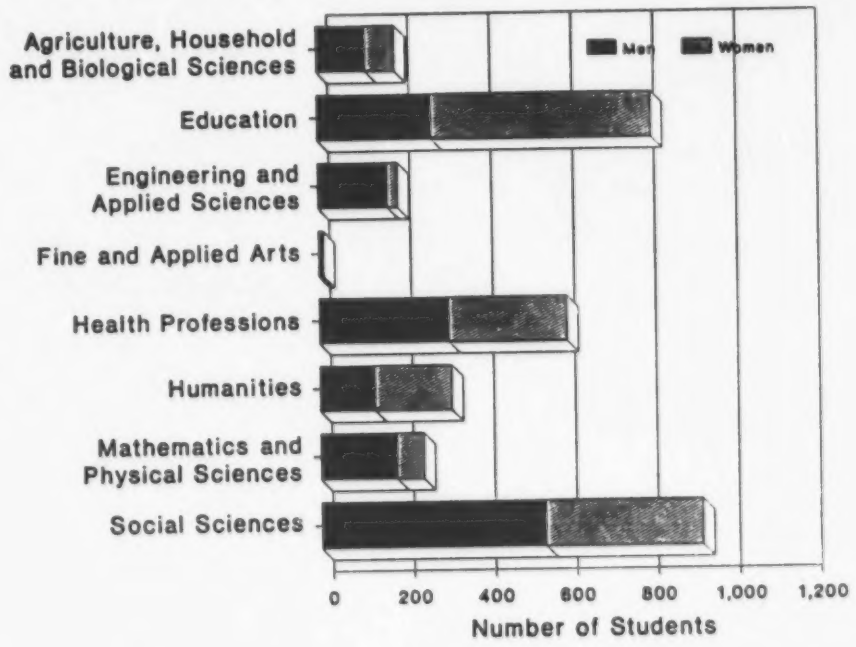
Source: Statistics Canada, Education in Canada, Catalogue 81-229

Even though women have achieved approximately equal representation with men in undergraduate programs, their courses of study differ from their male peers.

Women outnumber men in agriculture, household and biological sciences, education, the humanities and the health professions.

Men outnumber women in mathematics, physical sciences, engineering and applied sciences.

Figure 5.9
Field of Study for Graduate Students in
Nova Scotia Universities, 1987

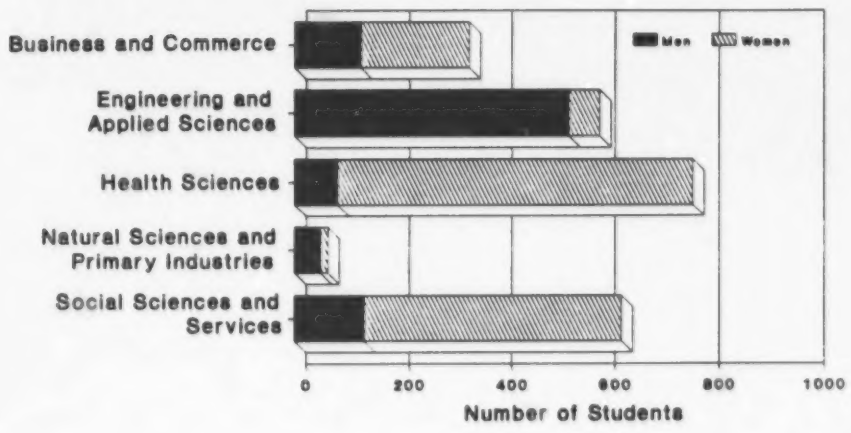


Source: Statistics Canada, Education in Canada, Catalogue 81-229

At the graduate level, the number of women continues to exceed the number of men in education and the humanities.

Men dominate all other areas; especially engineering, applied sciences, mathematics, and physical sciences.

Figure 5.10
Field of Study for Full-time Students in
Nova Scotia Colleges and Vocational Schools, 1987

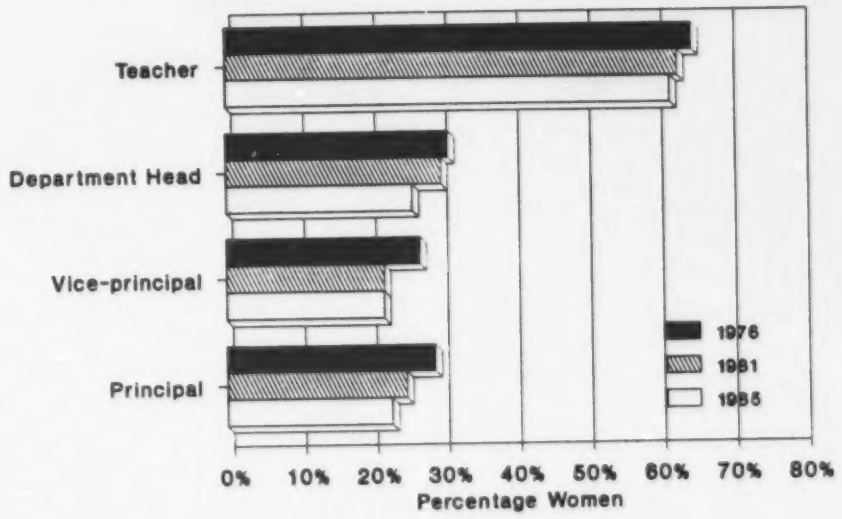


Source: Statistics Canada, Education in Canada, Catalogue 81-229

Within colleges and vocational schools, the vast majority of female students are found in health sciences, social sciences, services, business and commerce.

Male college and vocational students are more likely to be taking programs in engineering, applied sciences, natural sciences and primary industries.

Figure 5.11
Women as Percentage of Educators by Rank
in Nova Scotia Schools, 1976 - 1985



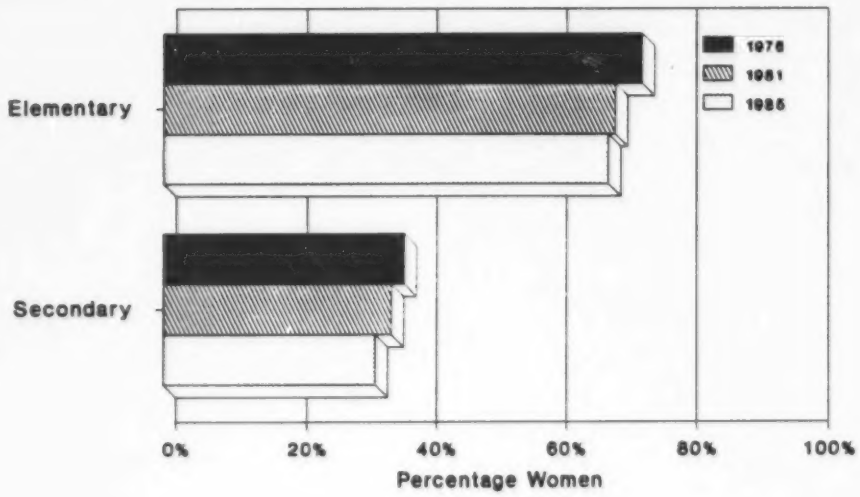
Source: Statistics Canada, Salaries and Qualifications of Teachers, Catalogue 81-202

Female educators provide valuable role models.

While women continue to hold the majority of teaching positions in Nova Scotia schools, they represent only a small minority of department heads, vice-principals, and principals.

The proportional representation of women at all levels of the school system is declining.

Figure 5.12
Women as Percentage of Educators in Nova Scotia Elementary and Secondary Schools, 1976 - 1985

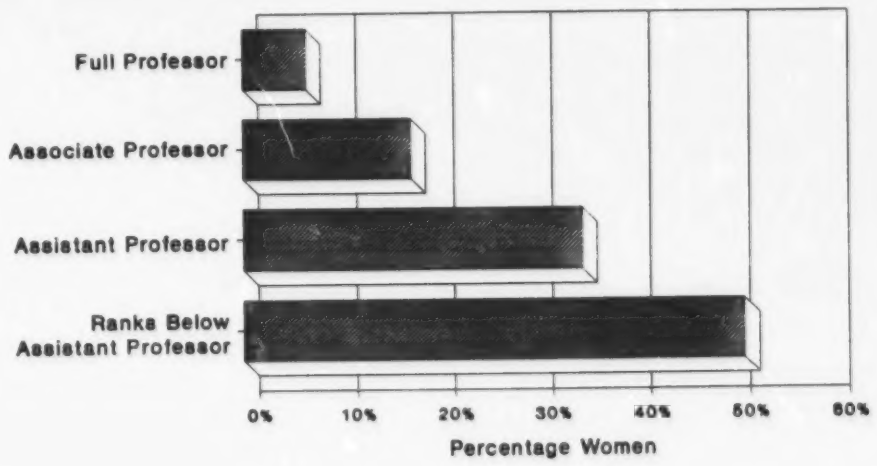


Source: Statistics Canada, Salaries and Qualifications of Teachers, Catalogue 81-202

Female educators are also more prevalent in elementary rather than secondary schools.

In 1985, 68 percent of the educators in elementary schools were women and only 32 percent of the educators in secondary schools were women.

Figure 5.13
Women as Percentage of Professors in
Atlantic Provinces Universities, 1986

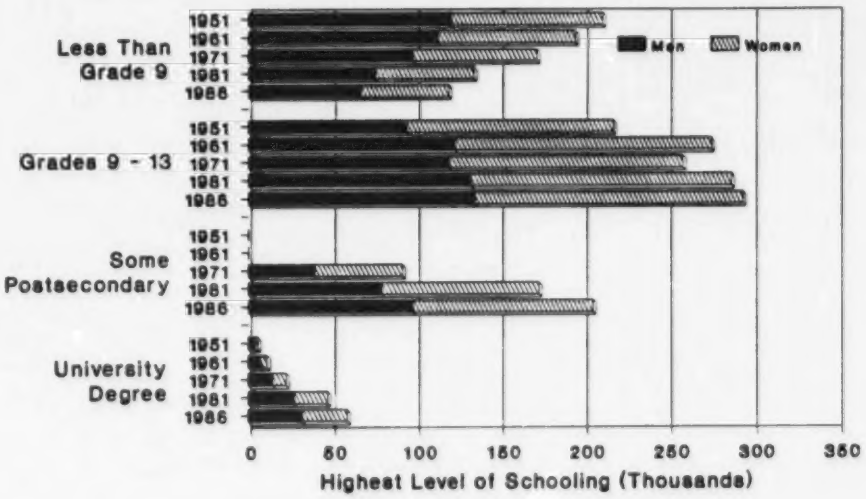


Source: Statistics Canada, Teachers in Universities, Catalogue 81-241

The under-representation of women at the higher levels of the school system also occurs in Nova Scotia universities.

In 1986, women represented 6 percent of full-professors, 17 percent of associate professors, 35 percent of assistant professors, and 51 percent of ranks below assistant professor.

Figure 5.14
Highest Level of Schooling Completed by Men and Women Age 15 and Over in Nova Scotia, 1951 - 1986



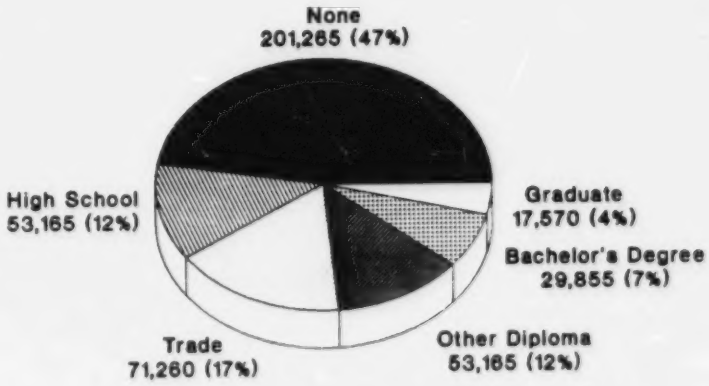
Source: Statistics Canada, Census of Canada 1986, The Nation: Schooling by Major Field of Study, Catalogue 93-110
This graph illustrates a general trend; however, direct comparisons should not be made across years due to slight variations in data collection methods.

Although much emphasis has been placed on women's relative position in postsecondary programs, it is important to view such statistics in perspective.

The number of Nova Scotians with some type of postsecondary training has shown a marked increase over the last 30 years.

However, university graduates still represent a relatively small component of the total population.

Figure 5.15
Highest Degree, Diploma or Certificate
Held by Nova Scotians Age 25 - 64, 1986

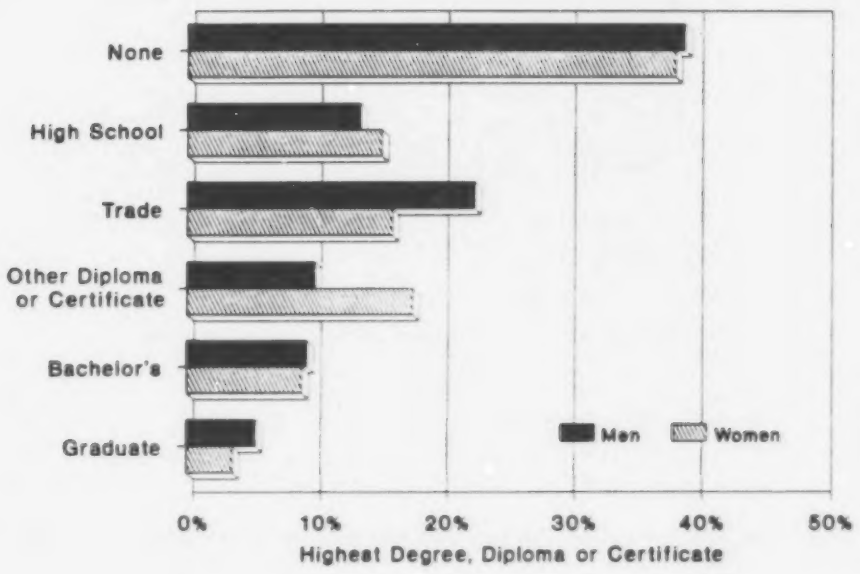


Source: Statistics Canada, Census of Canada 1986, The Nation: Schooling by Major Field of Study, Catalogue 93-110

In 1986, 47 percent of working-age Nova Scotians had not completed high school.

Only seven percent held a Bachelor's degree and fewer (4 percent) had completed a graduate program.

Figure 5.16
Highest Degree, Diploma or Certificate Held by
Nova Scotian Men and Women, Age 25 - 44, 1986



Source: Statistics Canada, Census of Canada 1986, The Nation: Schooling by Major Field of Study, Catalogue 93-110

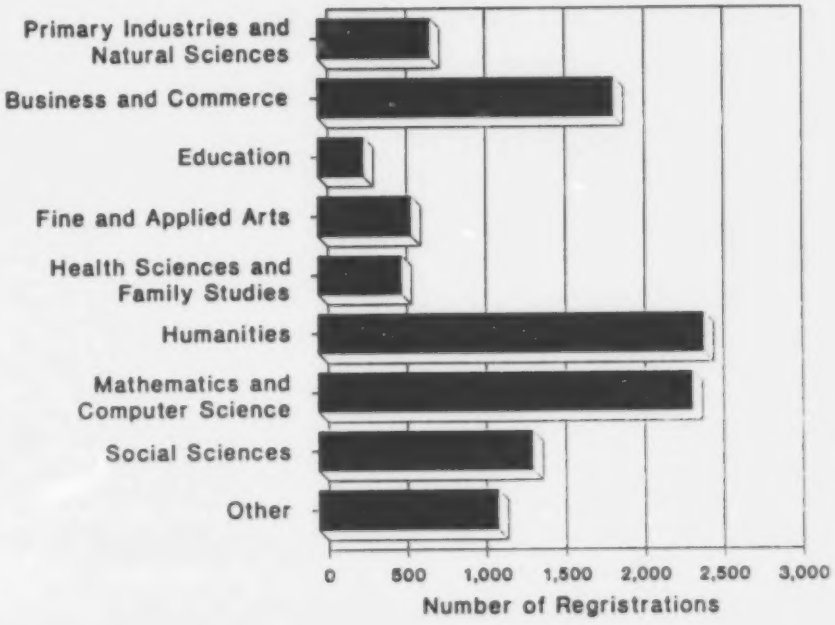
Even among baby-boomers, age 25 to 44, almost 40 percent of both men and women hold no type of educational credentials.

Women are slightly more likely than men to have a high school diploma.

Among those who undertake postsecondary training, men are more likely to obtain trade and university graduate qualifications.

Women, on the other hand, are more likely to obtain some other type of diploma or certificate such as secretarial arts.

Figure 5.17
Number of Registrations for Continuing Education Courses in Nova Scotia Universities by Field of Study, 1986



Source: Statistics Canada, Education Statistics Bulletin, Catalogue 81-002

The generally low credentials of Nova Scotians emphasize the importance of adult education programs.

A total of 11,294 persons registered for continuing education courses offered at Nova Scotia universities in 1986. Almost two-thirds of these students were women (63 percent).

Although the humanities attract the largest number of persons, substantial interest is also shown in the areas of business, mathematics and computer science.

Chapter 6
The Bottom Line: Incomes of Men and Women

There are now almost as many women as men in the Nova Scotia labour force. On the other hand, women earn only two-thirds as much as men. Under all employment circumstances, in all types of jobs, women average lower earnings than men.

Are women earning less because they spend less time working? Women working full time full year earn less than men working full time full year. Women working part time or part year earn less than men working part time or part year. Differences in men's and women's salaries cannot be explained away by the fact that women are less likely to have steady employment.

Are women earning less than men because they have different educational backgrounds? Comparisons of men and women at each level of educational attainment demonstrate that women consistently earn less than men. On average, women who have their grade 12 and/or vocational training earn less than men who have not completed grade 9. Women also earn less than men regardless of their field of study. Women who study physics or mathematics earn less than men who study physics or mathematics. Women in the social sciences earn less than men in the social sciences. Women who study in the area of health earn less than men who study in the area of health. Differences in men's and women's salaries cannot be accounted for by differences in educational attainment.

Are women earning less than men because they have different types of jobs? A large proportion of women are clustered in sales, service and clerical positions which offer very low salaries. However, even those women who have moved into non-traditional occupations receive lower salaries than their male counterparts. Without exception, women earn less than men in every occupational group from clerical, sales and service to trades, medicine and management. While employment equity programs are required to remove barriers to the movement of women into male-dominated areas, additional measures are necessary to ensure that the salaries received by men and women are commensurate with the work performed. Objective evaluations of job requirements demonstrate that women's work has been consistently devalued and underpaid.

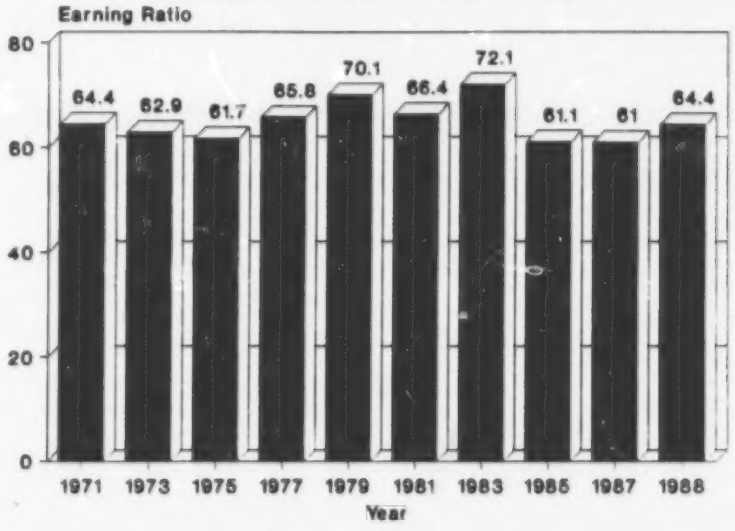
The low wages received by women not only make it difficult to meet daily needs but also reduce supplementary sources of income. As a consequence of their reduced base salary, women receive less money when drawing unemployment insurance benefits and typically have little pension security in their old age.

Women are much more likely than men to find themselves in poverty. Economic disadvantage in the workplace makes it very difficult for women to support a household on their own. While many single women fall below the poverty line, the situation of female lone parents is even worse. Women who are living on their own with their children have a 50/50 chance of falling below the poverty line.

Women are also likely to be poor at the end of their lives. With negligible independent income or pension benefits, wives often find themselves in poverty after the death of their spouse.

The economically disadvantaged position of women has been an enduring phenomenon which has shown virtually no improvement over the years. Women's poverty perpetuates a wide range of problems, they and their children are more likely to require health, remedial and social services. The trap of poverty keeps many women in violent relationships. Strong measures must be taken to identify and eradicate the causes of income disparity.

Figure 6.1
Female to Male Earning Ratio for Full-time Full-year Earners in Nova Scotia, 1971 - 1988



Source: Statistics Canada, Earnings of Men and Women, Catalogue 13-217 and Catalogue 13-577

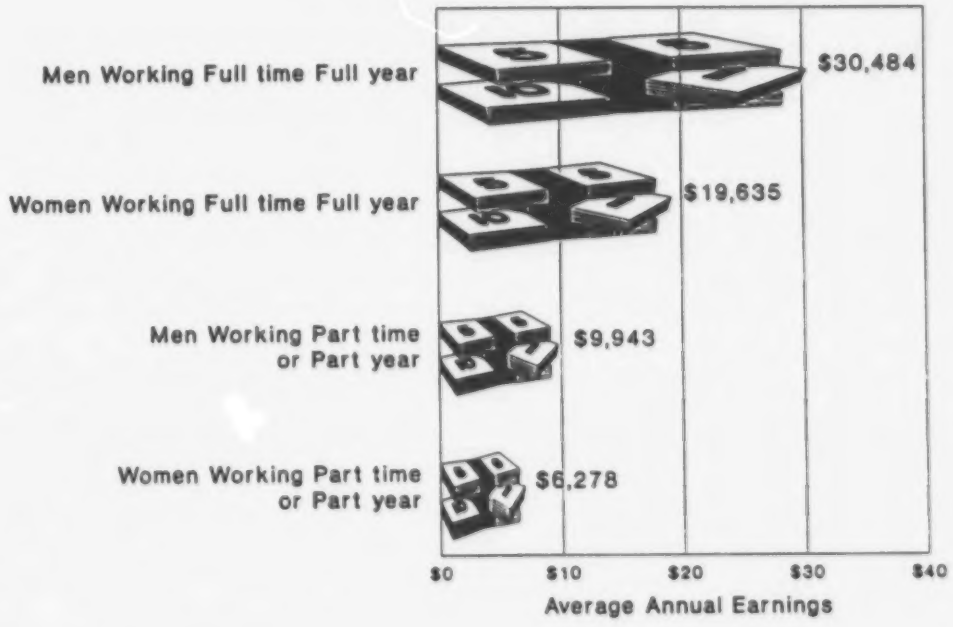
Women earn less than men.

Although there has been some fluctuation in the female to male earning ratio in recent years, no real improvements have been made.

In 1971, Nova Scotian women earned approximately 64 cents for each dollar earned by Nova Scotian men.

In 1988, Nova Scotian women still earned approximately 64 cents for each dollar earned by Nova Scotian men.

Figure 6.2
Average Annual Earnings of Nova Scotian Men and Women
by Type of Employment, 1988



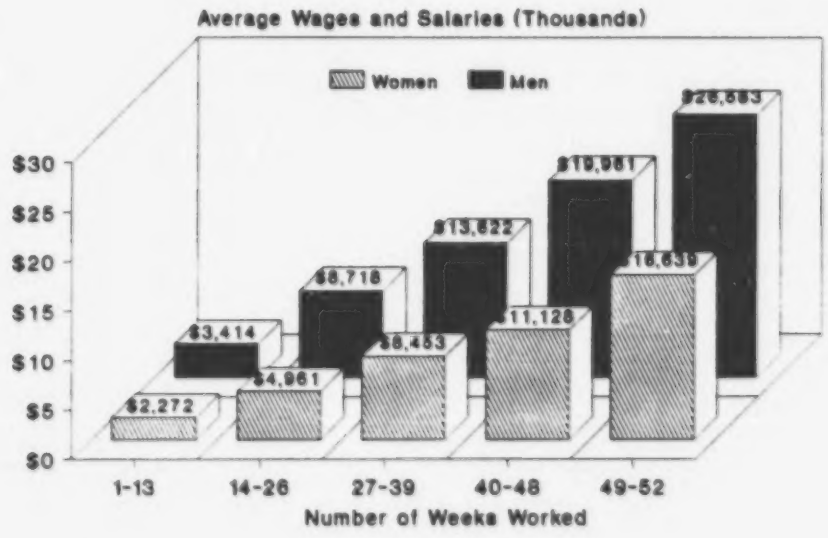
Source: Statistics Canada, Earnings of Men and Women, Catalogue 13-217

Nova Scotian women who worked full time full year in 1988, earned an average of $19,635.

Nova Scotian men who worked full time full year in 1988 earned an average of $30,484.

Women in part-time or temporary jobs also received less than their male counterparts with average annual earnings of $6,278 and $9,943 respectively.

Figure 6.3
Average Annual Wages and Salaries of Nova Scotian Men and Women by Weeks Worked, 1985

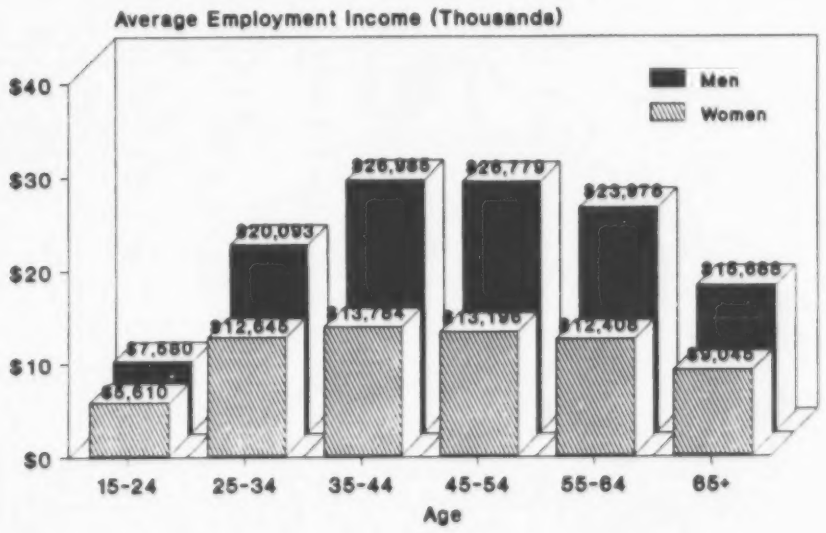


Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income: Individuals, Catalogue 93-115

Women earn less than men who work for a comparable number of weeks in the year.

Women who qualify for unemployment insurance will receive lower benefits than men because of their reduced base salary.

Figure 6.4
Average Annual Employment Income for Nova Scotians by Gender and Age Group, 1985

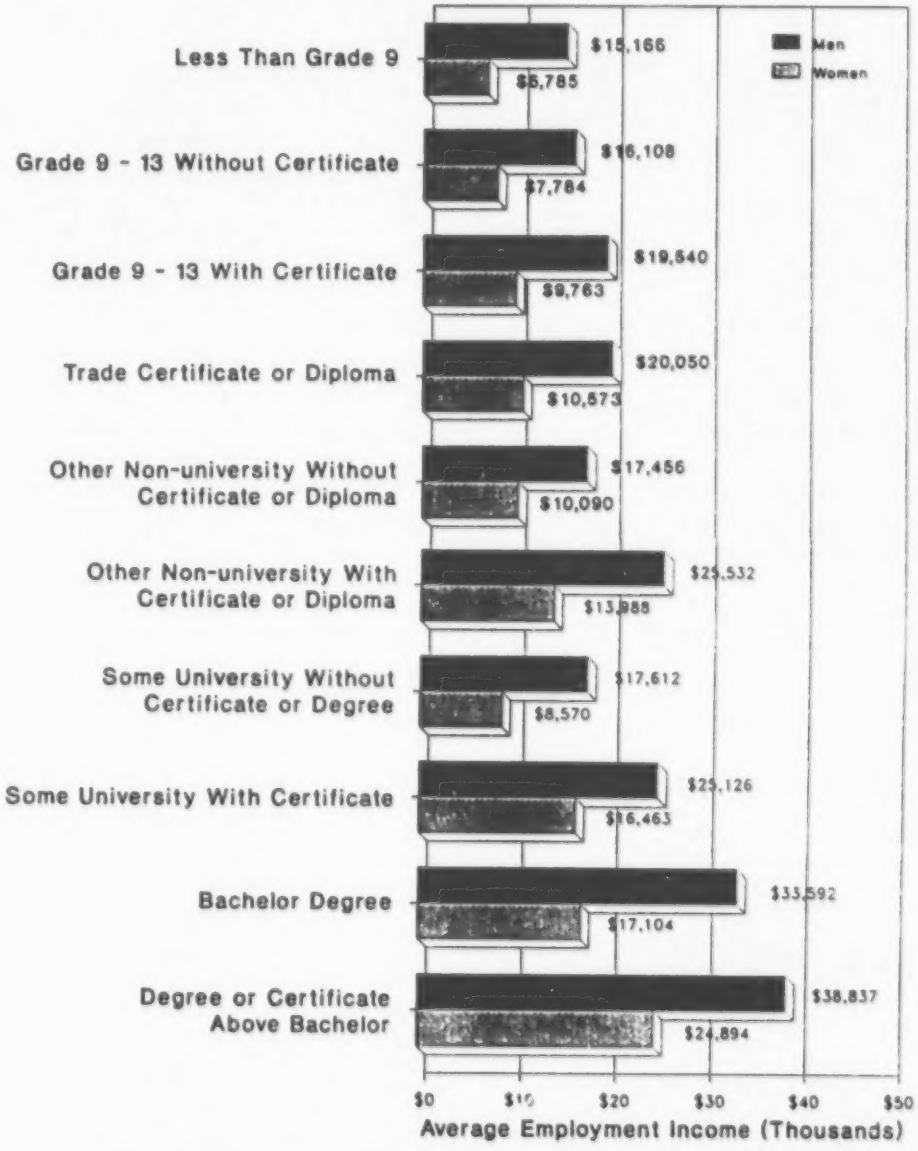


Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income: Individuals, Catalogue 93-115

Women of all ages earn less than men.

The gap between men's and women's wages is most pronounced at mid-career when many are struggling to support a family.

Figure 6.5
Average Annual Employment Income of Nova Scotian Men and Women by Highest Level of Schooling, 1985



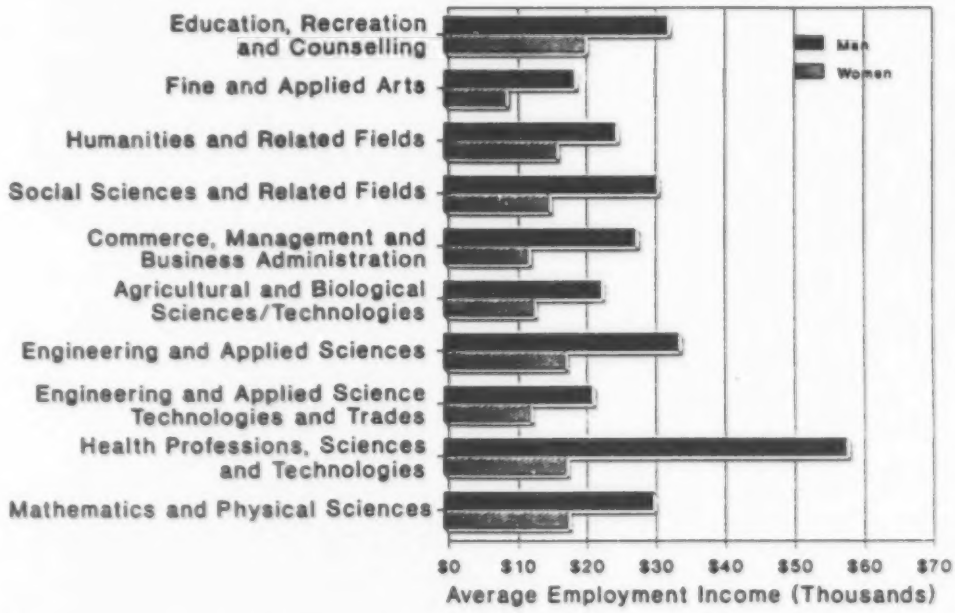
Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income: Individuals, Catalogue 93-115

Even though women now have higher educational credentials than in the past, the economic pay-offs for their training are not as great as for men.

At every level of educational attainment, women earn less than men.

A comparison of male and female education levels demonstrates that, in general, it takes a university certificate or degree before women reach an average salary roughly equivalent to the average salary received by men with less than grade 9.

Figure 6.6
Average Annual Employment Income for Nova Scotian Men and Women with Postsecondary Qualifications by Field of Study, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income: Individuals, Catalogue 93-115

It does not matter what field of study women enter, they end up earning less than their male colleagues.

Figure 6.7
Percentage of Nova Scotian Men and Women by Occupation, Rank Ordered by Average Annual Employment Income Per Group, 1985

Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income by Occupation, Catalogue 93-116

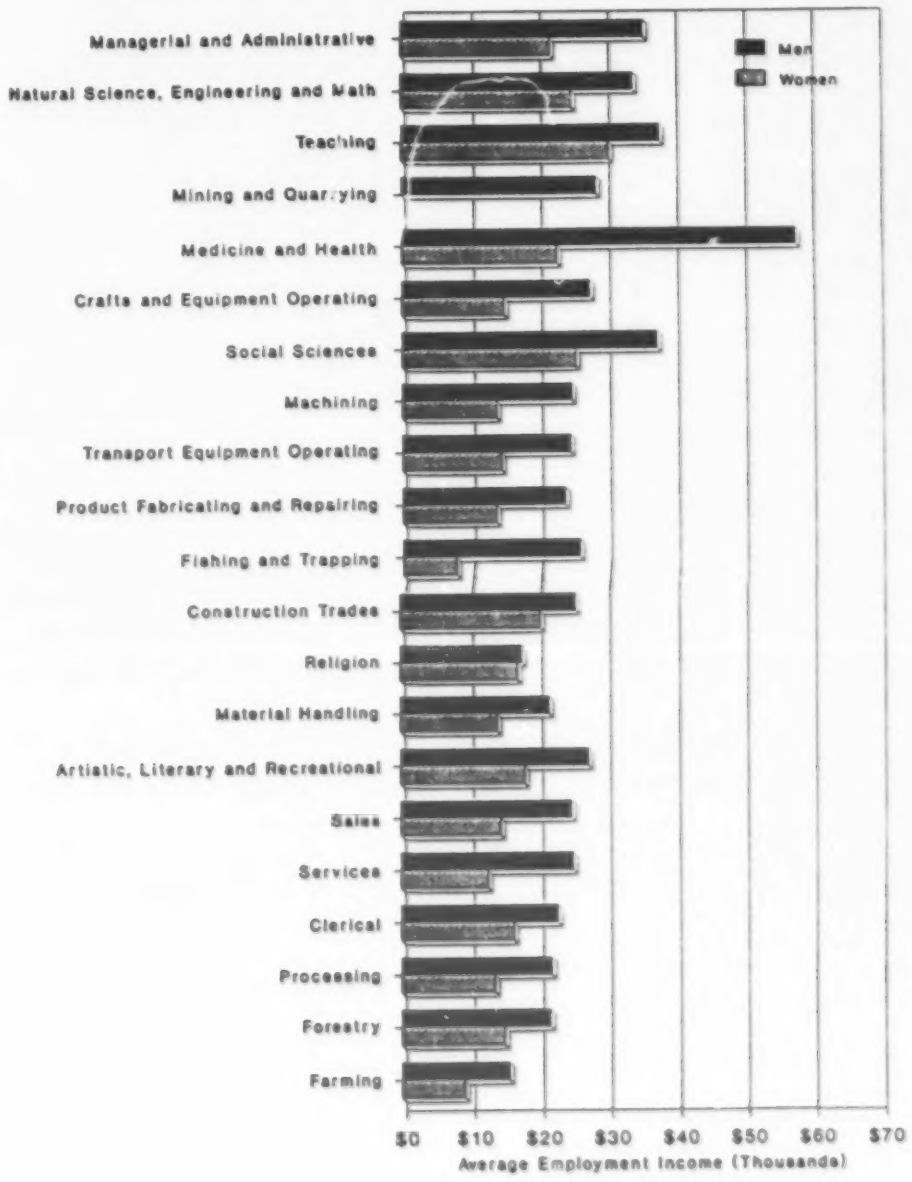
Part of the reason women have such low salaries is because they are concentrated in jobs which do not pay particularly well.

Using the twenty-one occupational groups defined by Statistics Canada, fifty-seven percent of Nova Scotian women working outside the home fall within the five poorest paid occupational groups.

Only 30 percent of Nova Scotian men are working in these same low paying areas.

This graph makes a case for employment equity to assist women in achieving positions throughout the full range of occupations.

Figure 6.8
Average Annual Employment Income for Nova Scotian Men and Women Working Full Time Full Year by Occupation, 1985



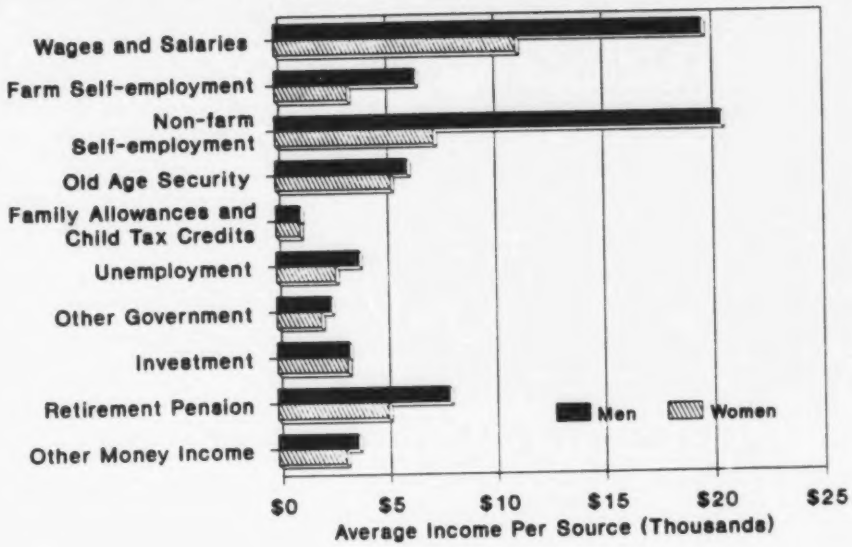
Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income by Occupation, Catalogue 93-116

Not only do women work in generally low paying jobs, they also receive lower wages than men even when they perform the same type of work.

In all occupational groups, women earn less than men.

This graph makes the case for pay equity and additional measures to assist women in obtaining fair remuneration.

Figure 6.9
Average Annual Income Per Source for
Nova Scotian Men and Women, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114

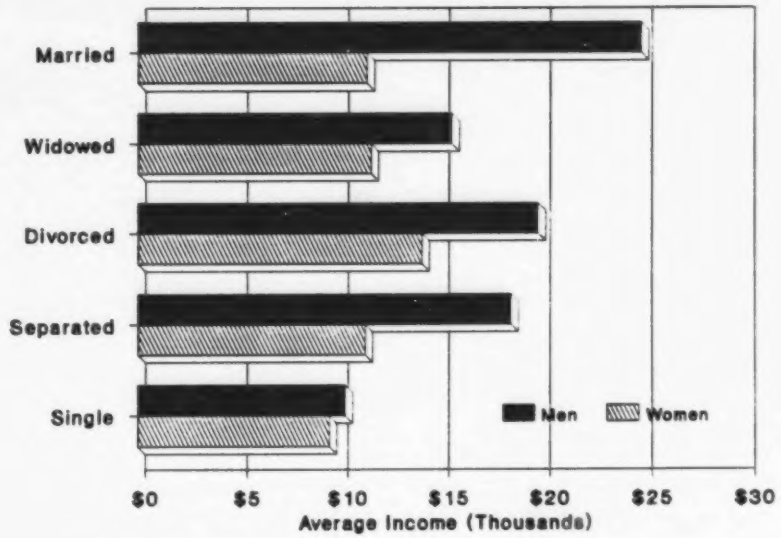
Women's low wages have repercussions for other sources of income.

Unemployment insurance benefits received by women are lower than those received by men.

Other forms of government support such as transfer payments to persons in need, training allowances and workers' compensation are also lower for women than for men.

Reduced income during peak earning years spills over into retirement with relatively low pensions for women.

Figure 6.10
Average Annual Income of Nova Scotian
Men and Women by Marital Status, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114

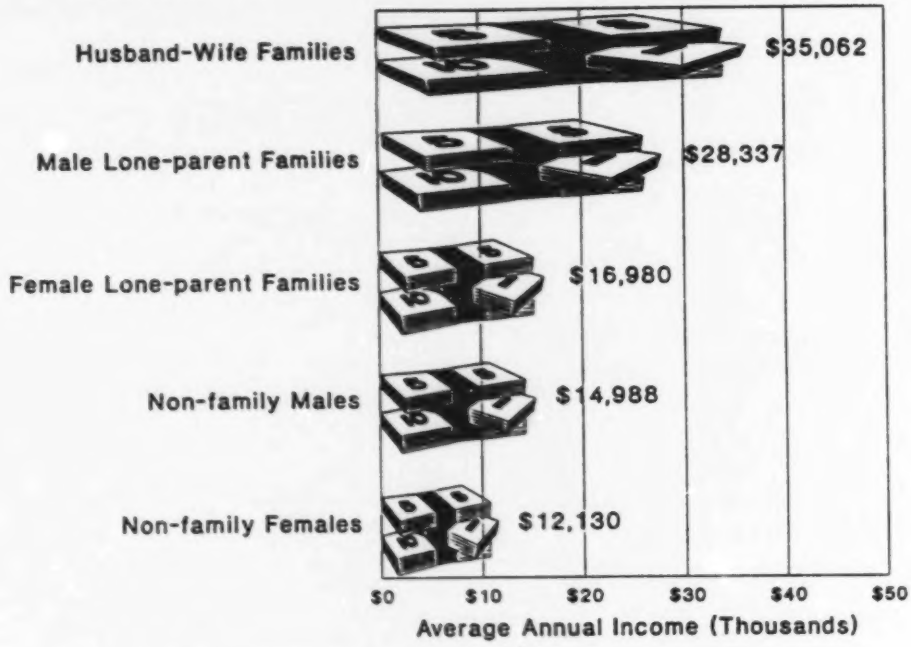
Men have higher incomes than women irrespective of whether they are married, widowed, divorced, separated or single.

On average, married men have higher incomes than men who are not married.

This favourable income position is not true of married women.

Married women generally have lower incomes than women who are widowed, separated or divorced.

Figure 6.11
Average Annual Income by Family Type and Average Annual Income for Non-family Persons in Nova Scotia, 1985



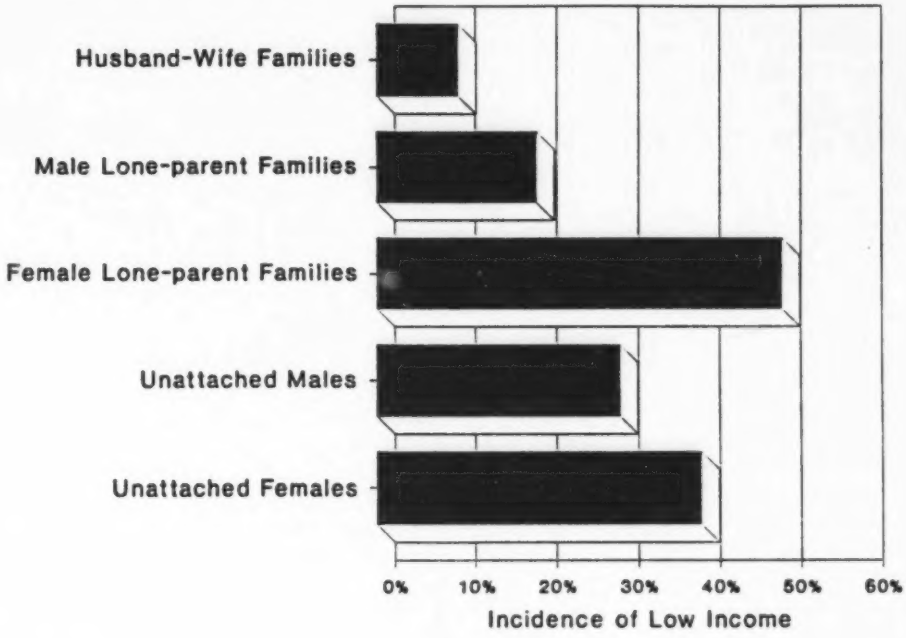
Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Census Families, Catalogue 93-117

Husband-wife families have the highest average income, with male lone parents second.

Female lone parents confront a more difficult situation, with an average family income 60 percent that of male lone-parent families and only 48 percent that of husband-wife families.

Women living on their own also have lower incomes than men living on their own.

Figure 6.12
Incidence of Low Income by Family Type in Nova Scotia, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Economic Families, Catalogue 93-118

Poverty is a daily reality for many women.

Fifty percent of female lone parents and forty percent of unattached females were living below the poverty line in 1985.

The low income cut-offs for 1985 ranged from $7,568 for an individual in a rural area to $29,155 for a family of 7 or more in a large city.

Figure 6.13
Average Family Income for Husband-wife Families in Nova Scotia by Working Status of Husband and Wife, 1985

Husband Working Full year Full time	
• Wife Working Full year Full time	$50,565
• Wife Working Part year or Part time	$41,696
• Wife Not Working	$36,737
Husband Working Part year or Part time	
• Wife Working Full year Full time	$38,133
• Wife Working Part year or Part time	$30,713
• Wife Not Working	$25,184
Husband Not Working	
• Wife Working Full year Full time	$29,666
• Wife Working Part year or Part time	$21,054
• Wife Not Working	$17,465

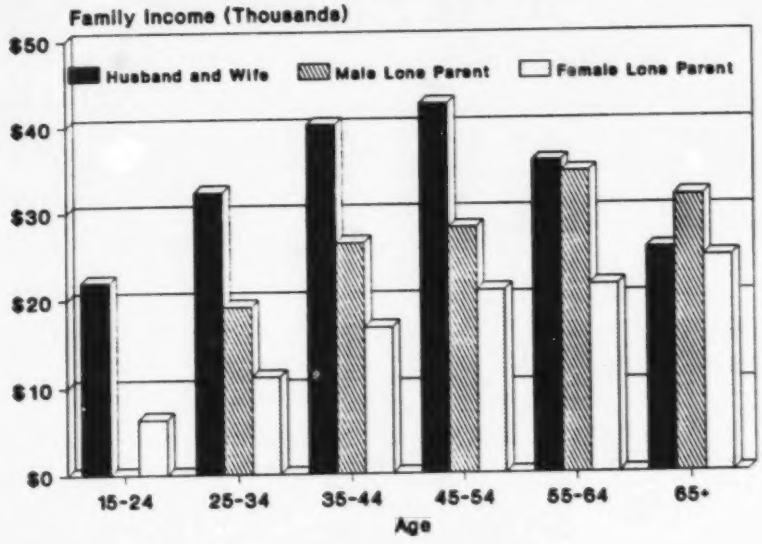
Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Census Families, Catalogue 93-117

Many families now depend on the combined incomes of both partners.

The average family income for households where the husband and wife both have steady full-time work is almost forty percent higher than the average income of families which follow the traditional pattern of husband as breadwinner and wife as homemaker.

Given the relatively disadvantaged position of women in the workforce, it is not surprising that households which depend on wives as the primary breadwinners have relatively low family incomes.

Figure 6.14
Average Annual Family Income in Nova Scotia by Family Type and Age of Husband/Parent, 1985



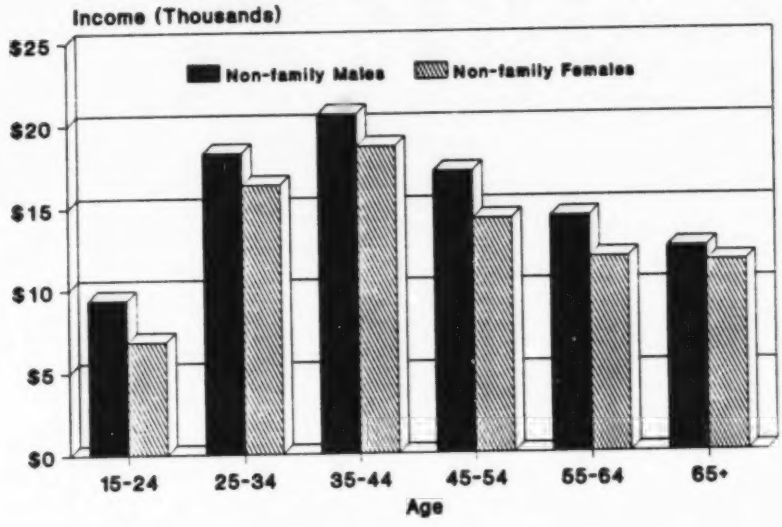
Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Census Families, Catalogue 93-117

Although female lone parents have relatively low incomes throughout all age groups, young unmarried mothers are doing particularly poorly.

Lone-parent females under 25 years of age had an average family income of $6,381 in 1985.

Even in the 25 to 34 age group, lone-parent females had an average family income of only $11,131.

Figure 6.15
Average Annual Income of Male and Female Nova Scotians
Not Living in a Family Unit by Age Group, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Census Families, Catalogue 93-117

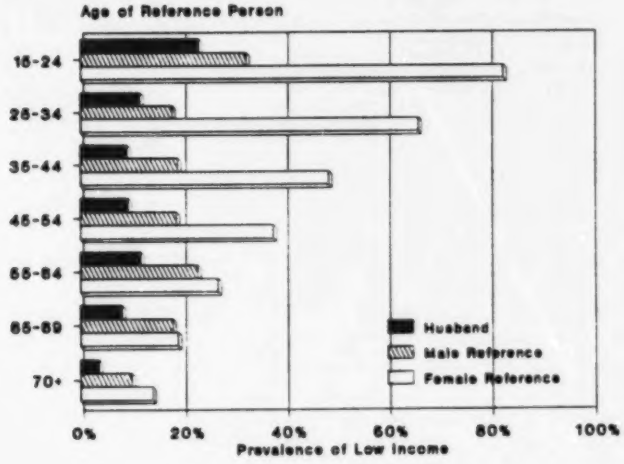
Young women living on their own also must survive on very little money.

The average annual income for unattached women under twenty-five years of age was $6,844 in 1985.

Young men on their own fare slightly better with an average annual income of $9,372 in 1985.

Similar low incomes are apparent for Nova Scotian men and women of retirement age with average annual incomes of $12,385 and $11,512 respectively.

Figure 6.16
Prevalence of Low Income by Age of Reference Person for Husband-wife Families, Male Reference Person Non Husband-wife Families, and Female Reference Person Non Husband-wife Families in Nova Scotia, 1985



Source: Statistics Canada, Census of Canada 1986, The Nation: Family Income: Economic Families, Catalogue 93-118

In 1985, eighty-three percent of Nova Scotian families headed by women under the age of 25 fell below the Statistics Canada low-income cut-offs.

Chapter 7
Aboriginal, "Visible Minority" and Disabled Women

The negative employment and economic circumstances faced by women in general are magnified for women not of European descent (referred to as "visible minority"), aboriginal women and disabled women. These three groups are doubly disadvantaged in the labour market.

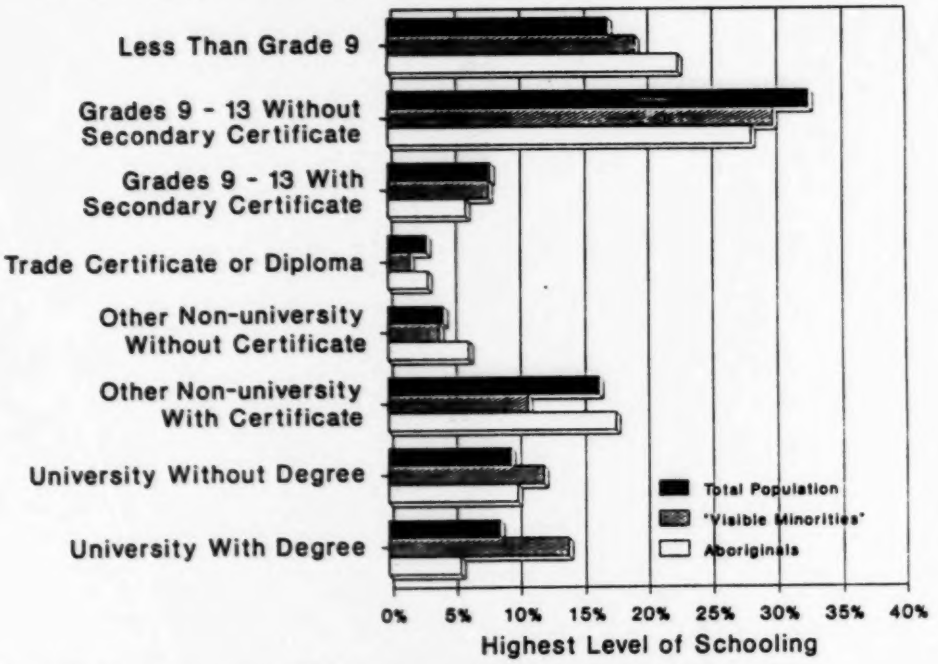
In recognition of the unique work experiences of "visible minority" and aboriginal persons, Statistics Canada recently published data to facilitate employment equity programming. While this is a positive step toward identifying and correcting the problems encountered by minorities, some caution should be exercised in interpreting the results. The total population, as reported in this chapter, includes minority and aboriginal persons. "Visible minorities" encompass individuals with disparate educational and immigration statuses. For example, it is not possible to discuss the specific situations of indigenous blacks. Our understanding of the employment patterns of disabled persons is further restricted by the lack of gender distinctions. To some extent, the title of this chapter is a misnomer as statistics on disabled women in Nova Scotia have not been published. Information pertaining to all disabled persons, both men and women, is included here because this goes some distance toward identifying inequities which are, in all likelihood, even more pronounced for disabled women.

One finding is clear. Employment prospects are diminished if one does not fit the white male model. In general, aboriginal and "visible minority" persons fall at the bottom of the salary scale. Moreover, the lowest paid workers of all are aboriginal and "visible minority" women. The plight of these women is worsened by the high incidence of lone parenting. The average salaries earned by such women are not even sufficient to support a single individual and could hardly be expected to provide for children and/or other family members.

Disabled persons also face discriminatory attitudes and practices in the workplace. Many employers believe that physical or other disabilities limit the potential of such workers. In reality, the majority of disabled workers hold full-time jobs. Most unemployed disabled persons are also prepared to take full-time work. However, even when disabled persons find work they receive very low wages.

Equity has not been achieved in the work world. Measures must be taken to ensure that everyone is given a fair chance for hiring, training and promotion.

Figure 7.1
Highest Level of Schooling for Nova Scotians Age 15 and Over: Total Population, "Visible Minority" and Aboriginal Groups, 1986

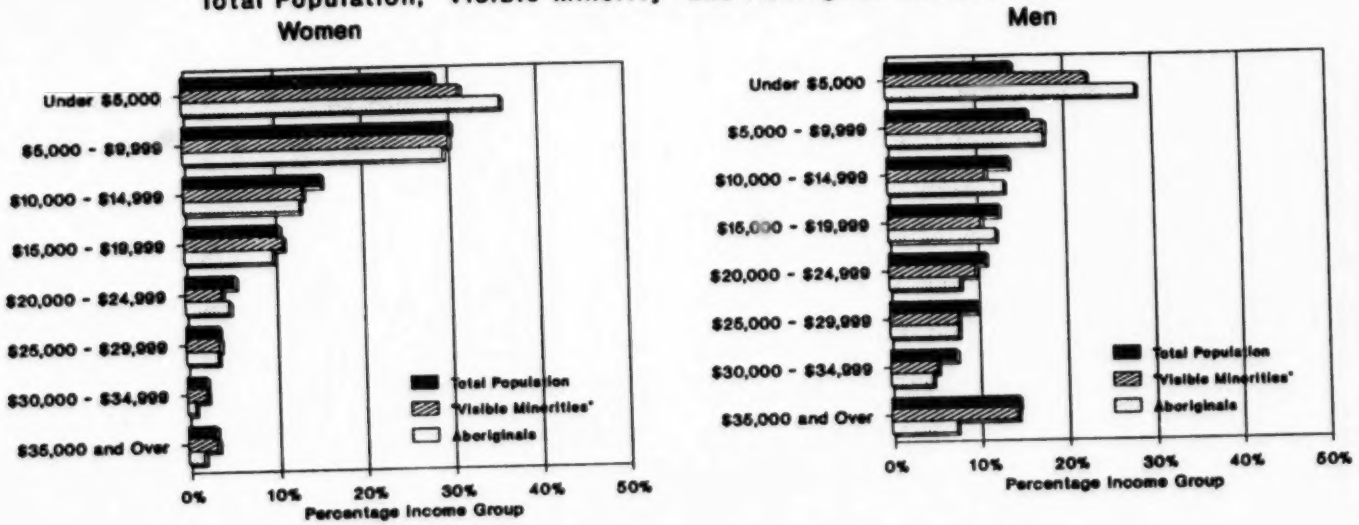


Source: Statistics Canada, Profile of Visible Minorities and Aboriginal Peoples, Catalogue 93-154

There are some variations in the educational attainment of aboriginal, "visible minority" persons and the general population. Aboriginal and "visible minority" persons are slightly over-represented among those with less than grade 9.

For those Nova Scotians who have pursued postsecondary training, "visible minority" group members are more likely to have attended university, whereas aboriginal persons are more likely to have entered some type of non-university program.

Figure 7.2
Income of Nova Scotian Women and Men:
Total Population, "Visible Minority" and Aboriginal Groups, 1985



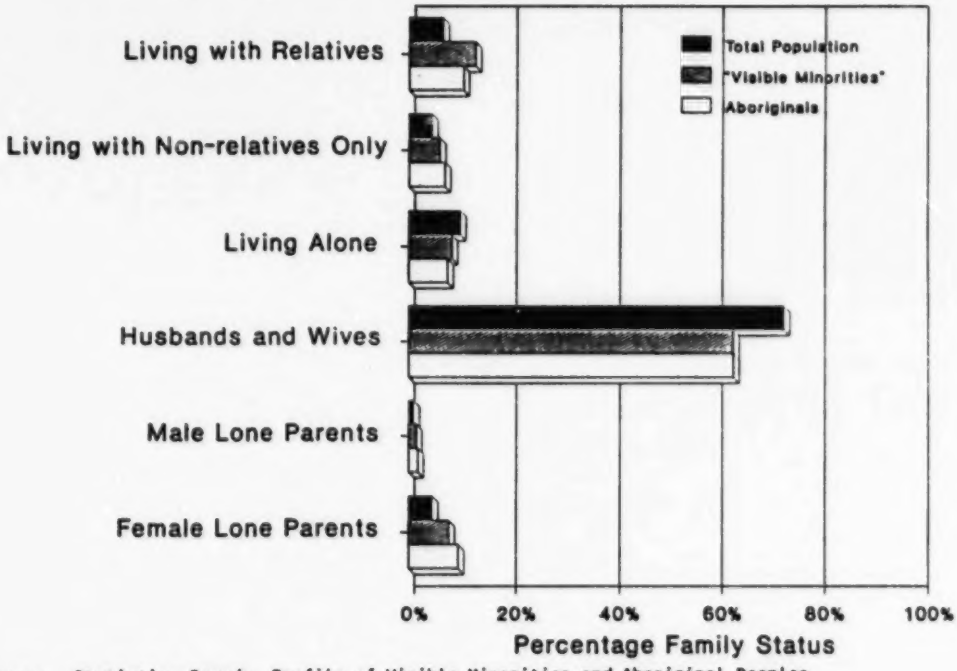
Source: Statistics Canada, Profile of Visible Minorities and Aboriginal Peoples, Catalogue 93-154

Although some educational differences appear among ethnic groups, the greatest inequities are found in the area of income.

Nova Scotian men in general are relatively equally distributed across the various income groups, ranging from under $5,000 to $35,000 and over. "Visible minority" men and aboriginal men are more likely to fall within the lowest income category.

While Nova Scotian women, regardless of ethnic background, tend to be clustered at the bottom of the income scale, aboriginal and "visible minority" women experience the worst situation. Thirty-six percent of aboriginal women, 32 percent of "visible minority" women, and 29 percent of the general population of women earn less than $5,000 per year.

Figure 7.3
Family Status of Nova Scotians:
Total Population, "Visible Minority" and Aboriginal Groups, 1986

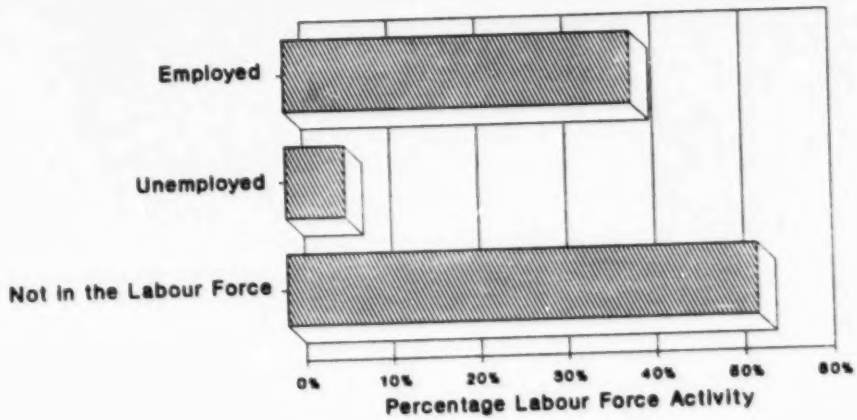


Source: Statistics Canada, Profile of Visible Minorities and Aboriginal Peoples, Catalogue 93-154

Low income is particularly problematic for "visible minority" and aboriginal persons because of the comparatively high prevalence of lone parenting.

The percentage of persons living in husband-wife families is lower among aboriginal and minority groups than in the general population. Thus, these people are less likely to have someone who can share household expenses.

Figure 7.4
Labour Force Activity of Disabled Nova Scotians
Age 15 - 64, 1986



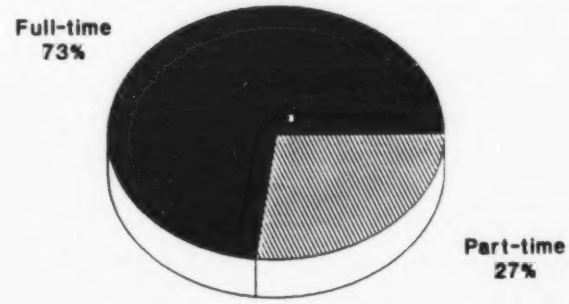
Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605

There were 145,720 disabled persons in Nova Scotia in 1986.

Similar to aboriginals and "visible minorities", disabled Nova Scotians encounter difficulties in the labour market.

Only 39 percent of all working age disabled persons were employed in 1986.

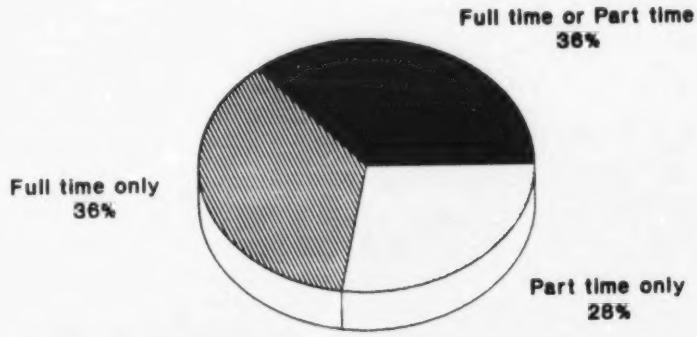
Figure 7.5
Full-time and Part-time Status of
Employed Disabled Nova Scotians, 1986



Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605

Although there is often concern that disabled persons are unable to fulfil regular job requirements, approximately three-quarters of the disabled persons working in Nova Scotia are employed full time.

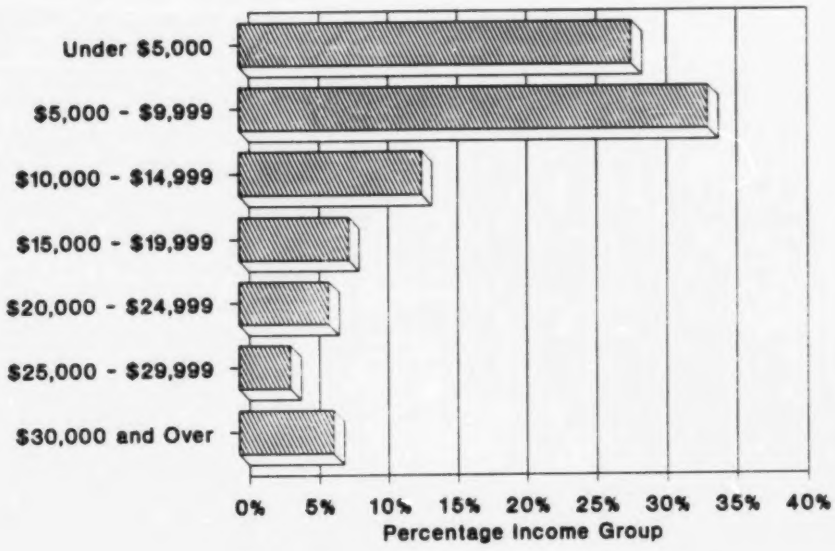
Figure 7.6
Type of Work Sought by Unemployed Disabled Nova Scotians, 1986



Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605

An additional 72 percent of those disabled persons who are unemployed are available for full-time work.

Figure 7.7
Income of Disabled Nova Scotians, 1985



Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605

When disabled individuals are able to secure employment, they usually find themselves at the bottom of the salary scale.

Sixty-two percent of the disabled persons working in 1985 had an annual salary of less than $10,000.

Appendix
Technical Notes

Definitions have been categorized by chapter to ease access. However, those definitions which are used more than once are only referenced under the first chapter of usage.

Chapter 1 : The Population in Transition

The **fertility rate** is based on the fertility experience of the current year and refers to the average number of children born to a woman during her reproductive years (Source: Statistics Canada, The Daily, March 30, 1990)

The **projected fertility rate** for 2006 is based on Statistics Canada's medium fertility assumption (Source: Statistics Canada, The 1986 Census Based Population Projections for Canada, Provinces and Territories, June 1988).

The **natural increase** in a population equals the number of births minus the number of deaths.

As recommended by Statistics Canada staff, the **projected natural increase** for 2006 is based on Statistics Canada's third projection series (Source: Statistics Canada, The 1986 Census Based Population Projections for Canada, Provinces and Territories, June 1988).

Migration encompasses both international and interprovincial components. International migration refers to population movement between Canada and a foreign country which involves a permanent change in residence. A distinction is made between immigrants from other countries who settle in Canada and emigrants who leave Canada. Interprovincial migration refers to movement from one province to another involving a permanent change in residence. A person who takes up residence in another province is an out-migrant with reference to his/her province of origin, and an in-migrant with reference to his/her province of destination (Source: Statistics Canada, Postcensal Estimates of Population by Marital Status, Age and Sex and Components of Growth for Canada, Provinces, and Territories, Catalogue 91-210).

The life table represents a universally accepted demographic and actuarial model which portrays clearly and concisely a synthesis of the mortality experience and permits the derivation of comparative measures of life expectancy (Source: Longevity and Historical Life Tables, Catalogue 89-506).

Children refers to persons under 15 years of age.

Working age adults refers to persons 15 to 64 years of age.

Seniors refers to persons 65 years of age and over.

The **seniors dependency ratio** is the number of seniors divided by the number of working age persons.

The **children dependency ratio** is the number of children divided by the number of working age persons.

Chapter 2: Families in Nova Scotia

The **census family** refers to a husband and wife (with or without children who have never married, regardless of age), or a lone parent of any marital status, with one or more children who have never married, regardless of age, living in the same dwelling. For census purposes, persons living in a common-law type of arrangement are considered as now married, regardless of their legal marital status; they accordingly appear as a husband-wife family (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Family persons refers to household members who belong to a census family. They, in turn, are further classified as follows:

The terms **husband and wife** refer to persons living in the same dwelling as their spouse. Persons living common-law are considered, for census purposes, as now married, regardless of their legal marital status, and accordingly appear as a husband-wife family (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Lone parent refers to a mother or a father, with no spouse present, living in a dwelling with one or more never-married children (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Child refers to sons and daughters (including adopted children and stepchildren) who have never married, regardless of age, and are living in the same dwelling as their parent(s). Sons and daughters who have ever been married, regardless of their marital status at enumeration, are not considered as members of their parents' family, even though they are living in the same dwelling (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Non-family persons refers to household members who do not belong to a census family. They may be related to the household reference person (e.g. brother-in-law, cousin, grandparent) or unrelated (e.g. lodger, room-mate, employee). A person living alone is always a non-family person (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Prior to 1974, Statistics Canada reported illegitimate and legitimate births. For 1974 and subsequent years the mother's marital status was provided in more detail: single, widowed, divorced and married. The first three statuses have been totalled to calculate the percentage of **births to unmarried mothers** in recent years.

Some reporting changes have occurred with respect to **family types** over the years; however, it is unlikely that any of these changes would effect the overall trends discussed. Prior to 1981 all families were included in calculations whereas for 1981 and later years statistics were restricted to private households. Common-law partners were classified as unmarried prior to 1981 and married for 1981 and subsequent years. Thus, the trend toward increased lone parenting would be strengthened. The lone parent figures given in this text have been checked against, and determined to be consistent with, national statistics (Statistics Canada, Canada's Lone-Parent Families, Catalogue 99-933).

Marital status is defined as follows:

Now married (excluding separated) refers to persons whose husband or wife is living, unless the couple is separated or a divorce has been obtained. Persons living common-law are considered as now married (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Separated (Spouse Absent) refers to persons who have been deserted or who have parted because they no longer want to live together, but have not obtained a divorce (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Divorced refers to persons who have obtained a legal divorce and who have not remarried (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Widowed persons are those who have lost their spouse through death and who have not remarried (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

Never Married (Single) persons are those who have never married and persons whose marriage was annulled (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

The divorce rate is the number of divorces per 100,000 population.

Chapter 3: Women in the Paid Labour Force

Labour force statistics are based on the population 15 years of age and older.

The labour force is composed of those members of the civilian non-institutional population 15 years of age and over who, during the reference week, were employed or unemployed (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

Employed persons are those who, during the reference week: a) did any work at all, b) had a job but were not at work due to: own illness or disability, personal or family responsibilities, bad weather, labour dispute, vacation, or other reason not specified (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

Unemployed persons are those who, during the reference week: a) were without work, had actively looked for work in the past four weeks and were available for work, b) had not actively looked for work in the past four weeks but had been on layoff and were available for work, c) had not actively looked for work in the past four weeks but had a new job to start in four weeks or less from the reference week, and were available for work (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

Not in the labour force refers to those persons in the civilian non-institutional population 15 years of age and over who, during the reference week, were neither

employed nor unemployed (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

The **labour force participation rate** represents the labour force expressed as a percentage of the population 15 years of age and over. The participation rate for a particular group is the labour force in that group expressed as a percentage of the population for that group (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

In graphs depicting historical trends, the data prior to 1981 is available from Census materials while the data for 1981 and later is contained in the Labour Force Survey. Comparisons between Labour Force estimates and Census counts show only a two percent discrepancy which would not distort the general trends (Statistics Canada, Labour Force Annual Averages, Catalogue 71-529 and Census of Canada 1986, Labour Force Activity, Catalogue 93-111). Thus, comparability is ensured across graphs while providing the most up-to-date figures.

Some definitional inconsistencies arise in the discussion of marital status. Prior to 1981 separated was included in the married category whereas for 1981 and subsequent years separated was removed and common-law was added. Cross-checking between Census and Labour Force figures again demonstrates only a two percent difference in the labour force participation rates reported for married Nova Scotians. Figures for widowed and divorced persons are also available. (Statistics Canada, Labour Force Annual Averages, Catalogue 71-529 and Census of Canada 1986, Labour Force Activity, Catalogue 93-111).

As defined by Statistics Canada, **volunteering** covers some activities beyond those traditionally understood by the term - encompassing, for example, activities undertaken without pay for unions, alumni associations and self-help groups. Organizational groups include: health, education and youth development, social services, sports and recreation, law and justice, employment and economic interests, religious organizations, arts and culture, society and public benefit, environment and wildlife, foreign and international organizations (Source: Statistics Canada, Giving Freely: Volunteers in Canada, Catalogue 71-602).

Chapter 4: The Employment Profiles of Women and Men

With respect to industry types, **primary industries** include agriculture, forestry, fishing, trapping and mining (Source: Statistics Canada, Census of Canada 1986, Dimensions: Industry Trends, Catalogue 93-152).

The following occupational groups also encompass a variety of areas:

Farming, Fishing, Forestry and Mining: farming, horticulture, animal husbandry, fishing, hunting, trapping, forestry, logging, mining, quarrying, oil and gas occupations (Source: Statistics Canada, Census of Canada 1986, Dimensions: Occupational Trends, Catalogue 93-151);

Processing, Machining, Fabricating, Materials Handling and Other Crafts: processing, machining, product fabricating, assembling, repairing, material handling, crafts and equipment operating (Source: Statistics Canada, Census of Canada 1986, Dimensions: Occupational Trends, Catalogue 93-151).

Full-time employment consists of persons who usually work 30 hours or more per week, plus those who usually work less than 30 hours but consider themselves to be employed full time; **part-time** employment consists of all other persons who usually work less than 30 hours per week (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529)

Volunteer work refers only to unpaid work provided through an organization. The types of organizations covered include: health, education, social/welfare, leisure activity, religious, civic/community action, and political (Source: Statistics Canada, An Overview of Volunteer Workers in Canada, Catalogue 71-530).

Under **reasons for part-time work**, the category "other reasons" includes: personal or family responsibilities, going to school, did not want full-time work, and other reasons (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

Full year is defined as working 49 or more weeks in the reference year.

The unemployment rate represents the number of unemployed persons expressed as a percent of the labour force. The unemployment rate for a particular group is the number unemployed in that group expressed as a percent of the labour force for that group (Source: Statistics Canada, Labour Force Annual Averages, Catalogue 71-529).

The labour **union** graph applies to every international and national union having 100 or more members resident in Canada which has a local union or branch in Canada or that is carrying on activities in Canada independently of any other union (Source: Statistics Canada, Labour Unions, 71-202).

Small firm refers to establishments with 19 or fewer employees.

Large firm refers to establishments with 20 or more employees.

Chapter 5: Women and Education

The date given for enrolment statistics represents the first semester. For example, the 1986-87 school year would be referred to as 1986.

As there is no commonly accepted definition of part-time student, Statistics Canada reports full-time or part-time registration status as supplied by each respondent (Source: Statistics Canada, Education in Canada, Catalogue 81-229).

Undergraduate enrolment includes university students in bachelor's and first professional degree programs, undergraduate diploma and certificate programs, and non-university courses offered in universities. In the seventies, full-time undergraduate enrolment also included medical interns. Since 1980, they have been classified as graduate students (Source: Statistics Canada, Education in Canada, Catalogue 81-229).

Graduate enrolment includes students in master's and doctoral degree programs or in graduate diploma and certificate programs. Full-time graduate enrolment also includes hospital residents, and since 1980, interns (Source: Statistics Canada, Education in Canada, Catalogue 81-229).

College and vocational programs refer to career and university transfer programs of postsecondary non-university institutions, including the Nova Scotia Teachers' College, radiography, medical technology, health records and R.N. programs in hospital schools (Source: Statistics Canada, Education in Canada, Catalogue 81-229).

The university fields of study listed include the following disciplines:

Agriculture, Household and Biological Sciences: agriculture, biology, household science, veterinary medicine, zoology

Education: education, physical education

Engineering and Applied Sciences: architecture, landscape architecture, engineering, forestry

Health Professions: dental studies and research, medical studies and research, nursing, pharmacy, rehabilitation medicine

Humanities: history, languages

Mathematics and Physical Sciences: chemistry, geology, mathematics, computer science, physics

Social Sciences: business management and commerce, economics, geography, law, political science, psychology, social work, sociology (Source: Statistics Canada, Education in Canada, Catalogue 81-229).

The College and Vocational School fields of study include the following:

Business and Commerce: management and administration, merchandising and sales, secretarial science, service industry technologies

Engineering and Applied Sciences: chemical technologies, computer science and mathematics, electrical/electronic technologies, engineering technologies, transportation technologies

Health Science: health-related technologies, nursing

Natural Sciences and Primary Industries: environmental and conservation technologies, natural sciences, primary industries, resource processing technologies

Social Sciences and Services: education and counselling services, personal development, protection and correction services, recreation and sport, social sciences, social services (Source: Statistics Canada, Education in Canada, Catalogue 81-229).

In reporting highest level of schooling, the category "**some-postsecondary**" was not recorded prior to 1971 (Source: Census of Canada 1986, The Nation: Schooling by Major Field of Study, Catalogue 93-110).

The following qualifications are also to be noted with respect to the highest level of schooling:

- a high school graduation certificate is one which is classifiable as junior or senior matriculation, general or technical-commercial;

- **a trades certificate or diploma** is obtained through apprenticeship training and/or in-school training in trades-level vocational and pre-vocational courses at community colleges, institutes of technology and similar institutions where the minimum entrance requirement was less than high school, or equivalent;

- **other diploma or certificate** includes a non-university diploma or certificate from a non-degree granting institution or a university diploma or certificate below the bachelor level (Source: Census of Canada 1986, Dictionary, Catalogue 99-101E).

Continuing education has been defined to include programs having organized and sustained instruction that started in the reference year and that are: 1) not for credit toward a university degree, and are 2) recognized by the continuing education unit, or 3) recognized toward a diploma or certificate awarded by a professional association or other organization (Source: Statistics Canada, Education Statistics Bulletin, Catalogue 81-002).

Chapter 6: The Bottom Line: Incomes of Men and Women

A full-year full-time worker is a person who worked mostly 30 hours or more per week for 49 to 52 weeks in the reference year (Source: Statistics Canada, Earnings of Men and Women, Catalogue 13-217).

A part-time or part-year worker is a person who worked mostly 29 hours or less per week for 49 to 52 weeks or worked less than 49 weeks in the reference year (Source: Statistics Canada, Earnings of Men and Women, Catalogue 13-217).

The earning ratio represents the average earnings of women divided by the average earnings of men.

All income information is based on the working age population 15 years of age and older.

The sources of income for the 1986 Census were defined as follows:

Wages and Salaries refers to gross wages and salaries before deductions for such items as income tax, pensions, unemployment insurance, etc. Included in this source are military pay and allowances, tips, commissions, cash bonuses as well as all types of casual earnings in calendar year 1985. The value of taxable

allowances and benefits provided by employers such as free lodging, free automobile use etc, are excluded.

Self-employment covers non-farm self-employment income and farm self-employment income.

Non-farm self-employment income refers to net income received during calendar year 1985 from the respondent's non-farm unincorporated business or professional practice. In the case of a partnership, only the respondent's share was to be reported. Also included is net income from persons baby-sitting in their own homes, operators or direct distributorships such as selling and delivering cosmetics, as well as from free-lance activities of artists, writers, music teachers, hairdressers, dressmakers, etc.

Farm self-employment income refers to net income received during calendar year 1985 from the operation of a farm, either on own account or in partnership. In the case of partnerships, only the respondent's share of income was to be reported. Also included are advance, supplementary or assistance payments to farmers by federal or provincial governments. However, the value of income "in kind", such as agricultural products produced and consumed on the farm is excluded.

Old age security includes the old age security pension, the guaranteed income supplement, and benefits from Canada/Quebec pension plans.

Old age security pensions and guaranteed income supplements refer to old age security pensions and guaranteed income supplements paid to persons 65 years of age and over, and spouses allowances paid to 60 to 64 year-old spouses of old age security recipients by the federal government only during calendar year 1985. Also included are extended spouses' allowances paid to 60 to 64 year-old widows/widowers whose spouse was an old age security pensions recipient.

Benefits from Canada/Quebec pension plans refers to benefits received in calendar year 1985 under the Canada or Quebec Pension Plan, e.g., retirement pensions, survivors' benefits, disability pensions. Does not include retirement pensions of civil servants, RCMP and military personnel or lump-sum death benefits.

Family Allowance encompasses federal as well as provincial allowances paid during the calendar year 1985 in respect of children under 18 years of age. These allowances, though not collected directly from the respondents, were calculated and included in the income of one of the parents.

Federal child tax credits include credits paid during calendar year 1985 in respect of children under 18 years of age. These credits, though not collected directly from the respondents, were calculated and included in the income of one of the parents.

Other income from government sources refers to all transfer payments, excluding those covered as a separate income source received from federal, provincial or municipal programs in calendar year 1985. This source includes transfer payments received by persons in need such as mothers with dependent children, persons temporarily or permanently unable to work, elderly individuals, the blind and the disabled. Included are provincial income supplement payments to seniors to supplement old age security and guaranteed income supplement and provincial payments to seniors to help offset accommodation costs. Also included are other transfer payments such as for training under the National Training Program, veterans' pensions, war veterans' allowance, pensions to widows and dependents of veterans, workers' compensation, etc. Additionally, provincial tax credits and allowances claimed on the income tax return are included.

Investment income refers to interest received in calendar year 1985 from deposits in banks, trust companies, co-operatives, credit unions, caisses populaires, etc., as well as interest on savings certificates, bonds and debentures and all dividends from both Canadian and foreign stocks. Also included is other investment income from either Canadian or foreign sources such as rents from real estate, mortgage and loan interest received, regular income from an estate or trust fund, and interest from insurance policies.

Retirement pension refers to all regular income received during calendar year 1985 as the result of having been a member of a pension plan of one or more employers. It includes payments received from all annuities, including payment from a matured registered retirement income fund or an income-averaging annuity contract; pensions paid to widows or other relatives of deceased pensioners; pensions of retired civil servants, Armed Forces personnel and RCMP officers; annuity payments received from the Canadian Government Annuities Fund, an insurance company, etc. Does not include lump-sum death benefits, lump-sum benefits or withdrawals from a pension plan or RRSP or refunds of over contributions.

Other money income refers to regular cash income received during calendar year 1985 and not reported in any of the other sources listed above, e.g., alimony, child support, periodic support from other person not in the household, net income from roomers and boarders, income from abroad, non-refundable scholarships and bursaries, severance pay, royalties, and strike pay (Source: Statistics

Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114).

Total income is the sum of amounts received during 1985 from the sources of income listed above (Source: Statistics Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114).

Employment Income refers to the total income received by persons 15 years of age and over during 1985 as wages and salaries, net income from non-farm or farm self-employment. The average employment income for individuals refers to the weighted mean total employment income of individuals 15 years of age and over who reported employment income for 1985. Average employment income is calculated from unrounded data by dividing the aggregate employment income of a specified group of individuals by the number of individuals with employment income in that group (Source: Statistics Canada, Census of Canada 1986, The Nation: Employment Income: Individuals, Catalogue 93-115).

The **highest level of schooling** refers to the highest grade or year of elementary or secondary school attended, or the highest year of university or other non-university completed. University education is considered to be above other non-university. Also, the attainment of a degree, certificate or diploma is considered to be a higher level than years completed or attended without an educational qualification (Source: Statistics Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114).

Major field of study refers to the predominant discipline or area of learning or training of a person's highest postsecondary degree, certificate or diploma. The major field of study classification structure consists of 10 broad or major categories. This information is reported for the population 15 years and over with a postsecondary degree, certificate or diploma, excluding institutional residents (Source: Statistics Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114).

The **average annual income per source** refers to the average income received from each source and is based on only those persons who received income in that particular category (Source: Statistics Canada, Census of Canada 1986, The Nation: Total Income: Individuals, Catalogue 93-114).

An **economic family** refers to a group of two or more persons who live in the same dwelling and are related to each other by blood, marriage or adoption. Persons living common-law are considered, for census purposes, as now married regardless of their legal marital status; they accordingly appear as married couples in the economic family tables.

Economic family persons refers to household members who are members of an economic family.

Unattached individuals refers to household members who are not members of an economic family. A person living alone is always an unattached individual (Source: Statistics Canada, Census of Canada 1986, Dictionary: Reference, Catalogue 99-101E).

The incidence of low income is defined by Statistics Canada's low income cut-offs. The low income cut-offs for 1985 were as follows:

	Size of Area of Residence				
Number of Persons in Family Unit	500,000 and over	100,000-499,999	30,000-99,999	Less Than 30,000	Rural
1 person	$10,233	$ 9,719	$ 9,117	$ 8,429	$ 7,568
2 persons	$13,501	$12,815	$11,956	$11,093	$ 9,891
3 persons	$18,061	$17,115	$15,996	$14,880	$13,244
4 persons	$20,812	$19,779	$18,490	$17,200	$15,310
5 persons	$24,252	$22,963	$21,415	$19,952	$17,803
6 persons	$26,488	$25,026	$23,393	$21,758	$19,436
7 or more persons	$29,155	$27,606	$25,801	$23,994	$21,415

Chapter 7: Aboriginal, "Visible Minority" and Disabled Women

The main source of information used to identify people in a visible minority was the ethnic origin question from the 1986 Census; however, other cultural variables such as place of birth and mother tongue were also used as supplementary information. The final counts of persons in each of the groups differ from the counts obtained directly from the ethnic origin Census question. Therefore, the total population has been reanalysed in this chapter to provide direct comparisons with minority and aboriginal groups (Source: Statistics Canada, Profile of Visible Minorities and Aboriginal Peoples, Catalogue 93-154).

Ten visible minority groups were established: Black, Indo-Pakistani, Chinese, Korean, Japanese, South East Asian, Filipino, Other Pacific Islanders, West Asian and Arab, and Latin American. An eleventh group was added for multiple visible minority reporting. This group included persons who fell into more than one of the above categories as a result of providing two or more visible minority origins. These responses were counted separately to avoid giving preference to one group and to avoid counting individuals twice. For example, persons who checked the box for Chinese and who also wrote-in Indo-Pakistani were assigned to the multiple visible minority response category (Source: Statistics Canada, Profile of Visible Minorities and Aboriginal Peoples, Catalogue 93-154).
Respondents who checked the box North American Indian, Metis or Inuit as a single response or part of a multiple response were included in the count for **aboriginal peoples**. Those who provided both aboriginal and visible minority origins were counted separately. This group was included in the totals for both visible minorities and aboriginal peoples (Source: Statistics Canada, Profile of Visible Minorities and Aboriginal Peoples, Catalogue 93-154).

The Health and Activity Limitation Survey uses the World Health Organization's definition of **disability**, which is:

> "... any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being."

(Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605)
The statistics presented in this report refer to the disabled population residing in Nova Scotia households.

Employed refers to persons who, during the week prior to enumeration: a) did any work at all excluding housework or other maintenance or repairs around the home and volunteer work; or b) were absent from their job or business because of own temporary illness or disability, vacation, labour dispute at their place of work, or were absent for other reasons (Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605).

Unemployed refers to persons who, during the week prior to enumeration: a) were without work, had actively looked for work in the past four weeks and were available for work; b) had been on lay-off and expected to return to their job; or c) had definite arrangements to start a new job in four weeks or less. With respect to the **type of work sought**, the percentages were calculated using only those respondents who indicated a work preference (Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605).

The Not in the Labour Force classification refers to those persons who, in the week prior to enumeration, were unwilling or unable to offer or supply their labour services under conditions existing in the labour market. It includes persons who looked for work during the last four weeks but who were not available to start work in the reference week, as well as persons who did not work, did not have a new job to start in four weeks or less, were not on temporary lay-off or did not look for work in the four weeks prior to enumeration (Source: Statistics Canada, The Health and Activity Limitation Survey for Nova Scotia, Catalogue 82-605).